

LOCAL 381 NEWS



March 2007

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Thanks goes to **El Dorado Printing** for printing and folding these newsletters for all local 381 members. El Dorado Printing has met the needs of Local 381 for many years. Support your local community!

EMPLOYEE FREE CHOICE ACT

WASHINGTON, March 1 /PRNewswire-USNewswire/ – The Employee Free Choice Act (EFCA) overcame another hurdle today as the House of Representatives overwhelmingly passed this important piece of legislation that will take a giant step toward restoring the strength of the middle class and empowering the nation's workers.

"This vote reflects the will of the people and we must make sure this important bill becomes law," said Jim Hoffa, Teamsters General President. "President Bush must act in the best interest of our nation and sign EFCA."

Yesterday the White House issued an open threat to EFCA supporters, promising a presidential veto if the bill makes it through the Senate claiming it denies workers the chance to participate in a democratic election.

"It is irresponsible and reckless of this president to deny workers a path to unionization that is free of employer coercion and intimidation," Hoffa said. "There is nothing more democratic than free choice, and that is what EFCA offers workers who seek union representation."

EFCA, introduced with bipartisan support, is the first major attempt to reform labor law since the 1970s. The idea behind EFCA is simple: Most any American can join a group – a church group, the PTA at their child's school, or the National Rifle Association – by signing a card and paying dues. With EFCA, if a majority at a workplace wants to build a union, they sign cards and the employer recognizes their wishes. Negotiations for a labor contract begin soon after.

The current system is broken. Workers, after expressing their desire to form a union, usually endure nasty, bruising, and lawyer-dominated elections, as the employer fights to block its employees' choice, often employing illegal tactics such as firing workers.

Throughout American history, unions, not corporations, have improved the lives of working Americans. The eight-hour day, weekends, paid sick leave, paid vacations and the Family Medical Leave Act were all fought for and won by unions.

The Bush administration has done everything within its power to weaken unions and the middle class, including attacking the collective bargaining rights of federal workers and taking away overtime pay and collective bargaining rights for millions of private sector workers.

EFCA would put democracy back in the workplace and protect workers from the abuses of anti-union employers. A 2005 study by the University of Illinois at Chicago found that 30 percent of employers fire pro-union workers; 49 percent of employers threaten to close a worksite when workers try to unionize; 82 percent of employers hire union-busting consultants to fight organizing drives; and 91 percent of employers force employees to attend anti-union meetings one-on-one with supervisors.

**Please ask your
Senators to support
this bill. Go to
www.iuoe381.org
for links.**

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HELP NEEDED

Anyone interested in contributing information, articles or personal stories for the newsletter please send an e-mail to iuoe381@gmail.com



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If you purchased your equipment from a company that doesn't offer service or are not satisfied with the level of service you are currently getting, this is your opportunity to receive the professional courtesy that you deserve!

IUOE 381 welcomes new employees and new union members

- Randy Rich
- Jonathon Black
- Jack Richardson
- James Johnson
- Eric Stone
- Channin Dismuke
- Warner Murchison

- Michael Wax
- Bruce Patterson
- Robert Rice
- Tanya Hampton
- Christopher Mullin
- Ralph Carr—New Member
- Help them to feel Welcome*

IUOE 381 WEB SITE

Updates: Grievance investigation forms, Local 381 bylaws, IUOE Constitution, and don't forget to contact your Senators about the Employee Free Choice Act (EFCA) from the web site.

Workmen's committee

- Robert Warbington
- Woodie Walthall
- Tony Hooks
- Trey Brown
- Tracy Smith

Officers

- President -Robert Warbington
- Vice President -Tracy Smith
- Recording Secretary -Woodie Walthall
- Financial Secretary -David Smith
- Treasurer -Trey Brown

MODIFICATION IN THE MAINTENANCE VACATION GUIDELINES

The Company and the workmen's committee have agreed to modify the Maintenance Vacation Guidelines to provide more flexibility in scheduling vacations. The following revisions will take effect for the 2007-2008 vacation year:

Work groups with 10 or more employees may have two people off at one time.

1. All current exceptions (E&I/Electrician) will be eliminated except the company will not allow two Machinists off at one time.
2. The 8 people limit will be eliminated.
3. Welder/Boilermakers and Carpenters/Insulators will schedule vacations within their own craft instead of scheduling together.

Special Stipulations:

1. Honoring weekends before and after vacations will continue to be a practice, although no guarantee will be made that the company can do this (this is the current practice.)
2. Pipefitters will be expected to work across areas (Area 1 and Area 2) since we will have two off within one area at times.
3. This will be on a trial basis for one year and re-evaluated each year after that.
4. These are all positive changes and should provide a better working environment for maintenance.

The workmen's committee and the company discussed these type changes in operations... it's just not possible at this time. There are too many factors involved to make that happen at this point. If the mandatory qualification to the next higher job ever works like it's intended to, it may be possible one day.

The other option is adding vacation relief jobs throughout the plant. Back when they cut those jobs out, everyone was cut back to less vacation and as time has went on there are several work groups with several 15 year employees with four weeks of vacation which could possibly justify a vacation relief job which could lead to more employees off at once.

The positive aspect of vacation relief is many permanent jobs would be added throughout the plant and it should give us the leverage we need to bargain with the company to have more people off on vacation at once. This would also cut down on our overtime, whether that's good or bad is debatable, it really all depends on how you feel about overtime. Only time will tell what the future holds.

UPCOMING ELECTIONS

Workmen's committee (1 year term) - Nominations at the June 5th meeting – elections by way of mail out ballot – installation of workmen's committee members at September 4th meeting.

Officers (3 year term) - Nominations at the June 5th meeting – elections by way of mail out ballot – installation of officers at September 4th meeting.

Any member in good standing may run for any position. I encourage anyone who has the desire or knows someone they would like to nominate for any of these positions please be at the June 5th meeting. Anyone wanting information about the way elections are handled or about positions to be filled you can log onto www.ioue381.org and click on the local 381 bylaws link or the IUOE Constitution link. If you do not have internet access contact an officer to get a current copy of these items.

The Door

A few years ago I had just arrived at work only to be greeted with a disgusted co-worker. I happily said "good morning", and he said "WHAT'S GOOD ABOUT IT?" "God made it and everything he makes is good" I quickly responded. All I received at that point was a deep grunt from him.

You see, It was pouring down rain outside and we had to work in it that day and because of the weather conditions he thought it was less than a "good day."

How many times do we get upset at the conditions surrounding us and let that dictate how we feel?

A man walked in to his job one day and was fired for no reason. He thought "OK, a new door has opened. After he cleaned out his belongings from his desk and was walking out the bottom dropped out of the box that he was carrying. "Hmm...boy, that really lightens my load" he thought to himself as he kept walking. As he entered the street he noticed his car was being towed. "What a great day for a walk" he said to himself. When he arrived at his house as he tried to unlock his door the keys fell between the cracks on the front porch. "It's such a beautiful day, I think I'll go lay in the hammock" he thought. That's exactly what he did.

Now, his problems weren't solved and some may think he acted irresponsible but he knew as he was laying in that hammock that God was going to take care of this problem for him. His actions got him through that particular day. He knew he was going to have to get up and find another job, he couldn't make the hammock his permanent residing place and expect God to do the rest.

When we are walking through the valley (and we all do at times) it's at that time when we grow. If we lean on God we will grow closer to him. We will all fall short at times but when we make the best of the situation and ask God for guidance we can't lose.

When one door closes another will open. God deals with all of us in His own way and His own time.

There is another door that we all have to make a decision about. That is the door to eternity. If you have never asked the Lord Jesus Christ into your life, do it today, before it is too late.

The Bible says "today is the day of salvation". If you feel the Lord knocking at your hearts door, don't deny him. Invite Him in and let Him be the Lord of your life.

Eternal salvation with God
or

Eternal separation from God

Which will you choose?

I Choose Christ!

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**I.U.O.E. (AFL-CIO)
Local 381**

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Local

381

Newsletter

If capitalism is fair then unionism must be. If men have a right to capitalize their ideas and the resources of their country, then that implies the right of men to capitalize their labor.

-- Frank Lloyd Wright

This is a quarterly newsletter brought to you by International Union Of Operating Engineers (AFL-CIO) local 381 and El Dorado Printing.