

LOCAL 381 NEWS



June 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!

WHY ORGANIZE CHEMTURA?

Organizing workers into bargaining groups has always been the driving spirit behind the labor movement. In earlier years, workers who tried to form unions were beaten by company thugs or shot at by government troops. **Union organizers risked-and sometimes gave-their lives to win the fight for dignity and justice on the job.**

It is because of the sacrifices of these heroic men and women that North American and European workers enjoy the standard of living we have today. Throughout the world where similar standards of living do not exist, many valiant workers are willing to make similar sacrifices to better their standard of living.

Even now, organizing continues to be the labor movement's vital mission. In the industrialized world, the anti-union attacks take different forms, but they are just as intense and brutal as in the early days of the labor movement. Union-busters now carry brief cases instead of brass knuckles, but their aim is the same: to divide and demoralize workers, to prevent them from having a voice on the job and in society. Despite the setbacks, **unionists today are no more willing to give up the struggle than were our predecessors.**

Workers know that hazards on the job maim and destroy thousands every year. Workers know that discrimination and favoritism rob people of opportunities for advancement. Workers know about inadequate health benefits that threaten the well-being of their families. Workers know about the lack of dignity that exists when people are denied a voice in their working lives. Workers know that ultimately the boss seeks to turn them into mindless cogs, and that this stifles their freedom and creativity.

And unionists understand that everything we have achieved can be taken away if we don't continue to organize. Employers pit one group against another, demanding concessions in order to be "competitive." To be strong, we must be united.

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EMPLOYEE FREE CHOICE ACT

If the EFCA were law today it would be easier to unionize Chemtura. The only thing the employees would have to do would be sign authorization cards. As it stands, if we get 50% +1 sign cards the employer can still force an election.

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

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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INVITING NEW MEMBERS !

During 2007, IUOE Local 381 has been enjoying the strength of 100% membership.

In the next few weeks we will be asking the new employees to join.

The next newsletter will publish the names of the new members.

Welcome them warmly.

Stewards

- Randy Henry
- David W. Smith
- Lonnie Washington
- Keith Evans
- Bill Riggs
- Scott Matthews
- Ricky Hargett
- John Bankston
- Brandon Johnson
- Charlie Scott
- Richard Hayes
- Bud Evans
- Joe White

ELECTIONS

Local 381 took nominations at the regular June meeting and all members will receive a list of those nominations. The vote will be for workmen's committee and union officers. The officers have a three year term and the workmen's committee will be one year.

When you receive your ballot, please complete the form and mail it back to the Union's PO box postmarked no later than July 31st, 2007.

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 W. Smith
- Treasurer -Trey Brown

CHEMTURA

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Organizing is the job of every single union member. It is the responsibility of all of us to educate our friends and neighbors about what a union really is.

A union is more than just a collective bargaining agreement. It is more than the improved wages and benefits that come with a union contract. A union is more than the leadership and staff-the lawyers, negotiators, educators, economists-who assist us.

The union is the people themselves, joining together in a triumph of hope, standing up together for justice, solidarity, and mutual aid.

A few weeks ago Local 381 received a call from an employee who works at Chemtura South Plant (formally Great Lakes). He was interested in trying to do something about Chemtura management who seems to be out of control. Employees are scared for their jobs and never know from one minute to the next if they will be standing in the unemployment line. They have no voice and asked us if we would help them unionize.

We felt the responsibility to help. We contacted our International rep for guidance, and he stepped us through the process. Now that Chemtura employees are passing out authorization cards we can make it public knowledge. If we see this come to pass, they will have a separate contract which will not effect ours. It is our duty to give them all the help they need. We will keep you updated as to the progress.

To read more on the initial phase of organizing you can go to www.iuoe.org and click on the link "Organize your workplace".

QUALITY PROGRAM JOB PROFILES

According to meetings with Jerry Brumley, Job Profiles do not function as changing our jobs or contract. They will be part of a central library of company information open to inspection. Your job profile would be what a government official or outside auditor would read to get an overall understanding of your job and how it fits into Lion's Quality Program.

Ideally, if someone asked you what you do out here, your response would sound very similar to the Job Profile document. So, we need to add notes and attach suggestions to these Job Profile documents to help Management get the right take on our jobs. The Union will continue to work with Management to get these Profiles in the form that is helpful and reasonable.

P.C. PLANT CLOSING & NEW WWTP JOBS

The Lion Oil Protective Coatings Plant is scheduled to shut down by this Fall. The Company cited economics as the main factor and environmental factors as supporting issues.

The Union is bargaining with the Company over the terms of the shutdown. So far, we can say that no one will lose employment. However, there will eventually be some position losses and resulting bumping. We will do our best to minimize the great pain and confusion from this closing.

Also discussed was the rumored addition of four jobs at the Waste Water Treatment Plant. This is related to the new Storm-water Segregation Project. The Union has asked the Company to post these openings as soon as possible to ease position migration, especially given the complications with bumping from the P.C. Plant.

Benefit of the doubt

By Gary Thomas

I was throwing batting practice to my son one day, and Graham was hitting just about everything that crossed the plate. His confidence was soaring, and during one break he said, "Now that I know I can hit a fastball, the only thing I'm worried about facing is a right-handed pitcher who throws side-armed. That really throws me off."

What do you think I did as soon as we began playing again? That's right—I threw side-armed, as hard as I could, until Graham could start hitting it. He needed to face his fears in order to grow as a hitter—just as we need to face our worst fears in order to grow as children of God.

Here's the key point: I threw side-armed because I love Graham and want to help him grow, not because I enjoy being mean or malicious. Graham knew what I was doing. He even smiled about it, totally giving me the benefit of the doubt.

Will you do the same for God—give Him the benefit of the doubt—if He chooses to take you past your worst fears?

Prayer for the week:

Keep me, Lord, from resenting the tests You bring to bear. Help me accept the

~ ~ Thanks ~ ~

I recently lost my brother in an accident. James had accepted Jesus as Savior, about four years ago after a series of hard knocks. Finding his worn Bible and meeting his friends at the funeral blessed me.

I want to let everyone know that the monetary gifts were much needed and appreciated and all the money was raised to give him a proper burial.

Thank you again for your thoughts, prayers and gifts during the loss of my brother.

--Robert Warbington

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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.