

June 2006

NOTES FROM THE BARGAINING COMMITTEE

PRESIDENT'S REPORT - Our Chairman will be going on Sick Leave this month and we wish him all the luck. About the Vice President position, it is the Executive Board's decision, per the USW Constitution, to move Dave Kobiela to days as Vice President, John Lortie will be the full time third shift Committeeman, and the third shift Chief Steward will become the second third shift Committeeman. Remember, our Stewards are always looking for help for productivity for our facility. If you have any suggestions or need to bounce some ideas get in touch with your Steward.

Regarding new USW membership cards, the International office has stated that there have been several factors causing a delay in issuing new cards, first of all, they have just finalized the new logo and colors of the USW. They are redesigning the new card to make sure it reflects the new look. In addition, they state they are working to insure that they have an accurate membership list for all local unions and units so that when they do issue new cards everyone eligible to receive a card will. They anticipate issuing the new "permanent" cards with the new logo by early next year. The existing membership cards previously issued by USWA or PACE will remain valid until the new cards are issued.

NOTARY PUBLIC - Just a note to remind you that Mollie Britton, our Union Hall Administrative Manager is a Notary. If you need anything notarized feel free to give her a call. Be sure to bring your drivers license with you. Just call 432-6918 to make sure she's available.

In Solidarity, Dennis Leazier, President

VOLUNTEERS NEEDED TO HELP CLEAN UP THE UNION HALL - Saturday, May 20, 2006, after the Union Meeting, anyone who wants to can help out. We will be doing yard work, removing some bushes, and some indoor work. You need to be present if you want the bushes that are being removed. This is being organized by the Building Committee. If you have any questions, please see

Dennis Leazier or someone on the Committee. Bring any tools you have that would be appropriate for doing this kind of work. WE are also looking for anyone who has a backhoe and want to donate a little time - we need to do some digging.
Janice Vanderbosch, Building Committee

MANPOWER REPORT

(as of 5-16-2006)

Active 481

Retired 1202

Sick Leave
(including those on Disability) 103

Laid Off 416

Last Man 6321

SAFETY GLASSES - Just a reminder that Safety Glasses are required in the shop except in the main aisles and break area.

John Lortie, Third Shift Committeeman

The Monthly General Membership Meeting is the highest authority in our Local and your attendance and participation is both sought and requested.

Chairman's Report - We have filed a grievance pertaining to myhr.com. Until we get through the grievance procedure and get a ruling from an arbitrator, anyone having problems getting any type of form can come to the Union Office and get one.

I will be going on sick leave starting May 23, 2006 to receive a bone marrow transplant. I have been diagnosed with Myelodysplastic syndrome - a blood cancer. I will be off work for an extended period of time. I will be in contact with the Union Office through the internet. Anyone wanting to contact me via internet can at pigman2@verizon.net.

See you when I get back, Mark Edwards, Chairman

MORE NOTES FROM THE BARGAINING COMMITTEE

KNUCKLE LINE - The company informed us of a Knuckle Line coming back into the plant from Greensboro. They say it will consist of 6 jobs. We don't know if it is 6 per shift or 6 in the Department. We've had a call-back of 23 people since last month. We still have a long way to go.

Jess Myers, Production Committeeman

LABOR MANAGEMENT RELATIONS - Committeemen Jess Myers and myself attended the 27th Annual Seminar on Labor Management Relations Thursday, May 11, at the Indiana University School of Law in Indianapolis. There were participants and instructors from both labor and management, including faculty from IU School of Law, Attorneys, Directors and Field Examiners from the NLRB and attorneys for local firms specializing in Labor Relations. We were able to participate in five different sessions, including "WHAT IF MY EMPLOYER GOES BANKRUPT?", HIPAA, WORKERS COMPENSATION CLAIMS, ENFORCEABILITY OF RETIREE HEALTH BENEFIT AGREEMENTS, AND ARBITRATION: FAMILY AND MEDICAL LEAVE ACT ISSUES." All the sessions provided useful information and interesting discussions. Also we were able to bring back printed materials which are being copied and used by the rest of the Bargaining Committee.

BANKRUPTCY - Probably the most important session we attended was on Bankruptcy. We were given a review of bankruptcy law, including a company's right to reject labor agreements. There was a discussion on what is "necessary" to justify a contract modification, what the rights of both parties would be in the event of a rejection, including proper notification and preparation for the company and Union prior to a petition to reject an agreement. Finally, we discussed the concept of the parties bargaining in good faith over the financial dilemma of the debtor and the importance of proceeding as one in equity. Hopefully, the Dana Chapter 11 bankruptcy reorganization will not reach the point of modifying or rejecting our collective bargaining agreement; however, we are taking the first necessary steps to prepare our defense against such proceedings.

WORKERS COMPENSATION CLAIMS - The workers compensation attorneys were very thorough and with over 20 years of experience had some very interesting cases to share with us. The one point emphasized above all, which we all need to remember, is this: prompt reporting of all injuries is a must! Even if you are not sure an injury is serious (sprained knee, sore back, etc) you must make a timely (before you leave your shift) report and request medical attention. Failure to do so will not invalidate your claim but could make establishing compensability much more difficult. Thanks to the membership of Local 903 for supporting the education of your Bargaining Committee so we can serve more effectively.

Dave Kobiela, Third Shift Committeeman

Did You Know.....In George Washington's day, there were no cameras. One's image was either sculpted or painted. Some paintings of George Washington showed him standing behind a desk with one arm behind his back while others showed both legs and both arms. Prices charged by painters were not based on how many people were to be painted, but by how many limbs were to be painted. Arms and legs are "limbs" therefore painting them would cost the buyer more. Hence the expression, "Okay, but it'll cost you an arm and a leg."

As incredible as it sounds, men and women took baths only twice a year (May and October)! Women kept their hair covered, while men shaved their heads (because of lice and bugs) and wore wigs. Wealthy men could afford good wigs made from wool. They couldn't wash the wigs so to clean them they would carve out a loaf of bread, put the wig in the shell and bake it for 30 minutes. The heat would make the wig big and fluffy, hence the term "big wig." Today we often use the term "here comes the Big Wig" because someone appears to be or is powerful and wealthy.

In the late 1700s many houses consisted of a large room with only one chair. Commonly, a long wide board folded down from the wall was used for dining. The "head of the household" always sat in the chair while everyone else ate sitting on the floor. Occasionally a guest, who was usually a man, would be invited to sit in this chair during a meal. To sit in the chair meant you were important and in charge. They called the one sitting in the chair the "chair man." Today in business, we use the expression or title "Chairman" or "Chairman of the Board."

Personal hygiene left much room for improvement. As a result many women and men had developed acne scars by adulthood. The women would spread bee's wax over their facial skin to smooth out their complexions. When they were speaking to each other, if a woman began to stare at another woman's face she was told, "mind your own bee's wax." Should the woman smile, the wax would crack, hence the term "crack a smile." In addition, when they sat too close to the fire the wax would melt....therefore, the expression "losing face."

Ladies wore corsets, which would lace up in the front. A proper and dignified woman as in "straight laced" wore a tightly tied lace.

Common entertainment including paying cards. However, there was a tax levied when purchasing playing cards but only applicable to the "ace of Spades." To avoid paying the tax, people would purchase 51 cards instead. Yet, since most games require 52 cards, these people were thought to be stupid or dumb because they weren't "playing with a full deck."

Upcoming Reminders

May 20, 2006

General Membership Meeting

8:00 a.m.

At the USW Local 903 Union Hall

2228 Lakeview Dr

June 6, 2006 - Retirees Auxiliary

1:00 p.m. at the Local 903 Union Hall

2228 Lakeview Dr

June 24, 2006

One-day Fishing Tournament

(Call 483-7174 x 2348 for more info)

July 22, 2006

Golf Outing

Congratulations to those Retiring!!

We Wish You Well In This New Beginning of Your Life!!

NAME	YRS SERVICE	CLOCK #	DEPT/SHIFT	RETIRED
David L Folk	30.0	4416	191 / 2	5-1-2006
Donald G Shown	30.1	4234	121 / 1	6-1-2006
Darryl A Dickes	30.0	4356	53 / 1	6-1-2006
Wilma A Balliet	21.8	5696	202 / 2	6-1-2006
Alfredo S Galvan	17.0	6432	181 / 2	6-1-2006

Due to the Memorial Day Holiday, this month's General Membership Meeting will be held, Saturday, May 20th, at 8:00 a.m. at the USW Local 903 Union Hall, 2228 Lakeview Dr, Fort Wayne, Indiana

Union Member Rights and Officer Responsibilities under the Civil Service Reform Act

The standards of conduct provisions of the Civil Service Reform Act of 1978 (CSRA), among other statutes, guarantee certain rights to members of unions representing Federal employees and impose certain responsibilities on officers of these unions to ensure union democracy, financial integrity, and transparency. The Office of Labor-Management Standards (OLMS) is the Federal agency with primary authority to enforce many standards of conduct provisions. If you need additional information or suspect a violation of these rights or responsibilities, please contact OLMS at 1-866-4-USA-DOL. You should also refer to 29 CFR 457.1 - 459.5, and your union's constitution and bylaws for information on union procedures, timelines, and remedies.

Union Member Rights

Bill of Rights- Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

Collective Bargaining Agreements - Union members (and certain nonunion employees) have the right to receive or inspect copies of collective bargaining agreements.

Constitutions, Bylaws, and Reports - Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make these documents available to members and permit members to examine the records necessary to verify the financial reports for just cause. The documents are public information and copies of reports are available from OLMS and on the Internet at www.union-reports.dol.gov.

Officer Elections - Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

Officer Removal - Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships - A union may not be placed in trusteeship by a parent body except for those reasons specified in the standards of conduct regulations.

Protection for Exercising CSRA Rights - A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any CSRA right.

Prohibition Against Violence - No one may use or threaten to use force or violence to interfere with a union member in the exercise of his or her CSRA rights.

Union Officer Responsibilities

Financial Safeguards - Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. The union must provide accounting and financial controls necessary to assure fiscal integrity.

Prohibition of Conflicts of Interest - A union officer or employee may not (1) have any monetary or personal interest or (2) engage in any business or financial transaction that would conflict with his or her fiduciary obligation to the union.

Bonding - Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts that exceed \$5,000.

Labor Organization Reports - Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM 2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

Officer Elections - Unions must:

Final Rule Requires Federal Sector Labor Organizations to Give Members Notice of Their Civil Service Reform Act Rights

On June 2, 2006 the Department of Labor's Office of Labor-Management Standards (OLMS) published a final rule that requires Federal sector labor organizations to inform members of their democratic rights including, among other things, the right to inspect collective bargaining agreements, to participate in officer elections and other union activities, and to exercise free speech rights without fear of retaliation. Notice must be given by hand delivery, U.S. mail, e-mail, or any combination as long as the method is reasonably calculated to reach all members.

This rule requires labor organizations to inform members of their rights by October 2, 2006. Notice to new members must be given within 90 days of their joining the labor organization. All members must be given notice of their rights in writing once every three years.

Federal sector unions may use the DOL publication *Union Member Rights and Officer Responsibilities under the Civil Service Reform Act*, ([HTML](#) or [PDF](#)), as the notice or they may devise their own language to inform members of their rights as long as it accurately states all union-member democratic rights contained in the standards of conduct regulations.

A Federal sector union which maintains a Web site must have a conspicuous link to *Union Member Rights and Officer Responsibilities under the Civil Service Reform Act* or to the union's own statement of members' rights.

This rule covers federal employee unions subject to the standards of conduct provisions of the Civil Service Reform Act of 1978 (5 U.S.C. § 7120), the Foreign Service Act of 1980 (22 U.S.C. § 4117(d)), or the Congressional Accountability Act of 1995 (2 U.S.C. § 1351(a)(1)).

With respect to their relationship with their union, federal employee union members have, among other rights:

- equal rights to participate in union activities;
- freedom of speech and assembly;
- a voice in setting rates of dues, fees, and assessments;
- the right to inspect copies of collective bargaining agreements;
- protection of the right to sue;
- safeguards against improper discipline; and
- the right to be a candidate and run for office.

Enforcement Authority

DOL can investigate and prosecute violations of the rule on its own initiative or after receiving a complaint from a union member. If a member wishes to file a complaint they should contact the nearest [OLMS field office](#).

Regulations

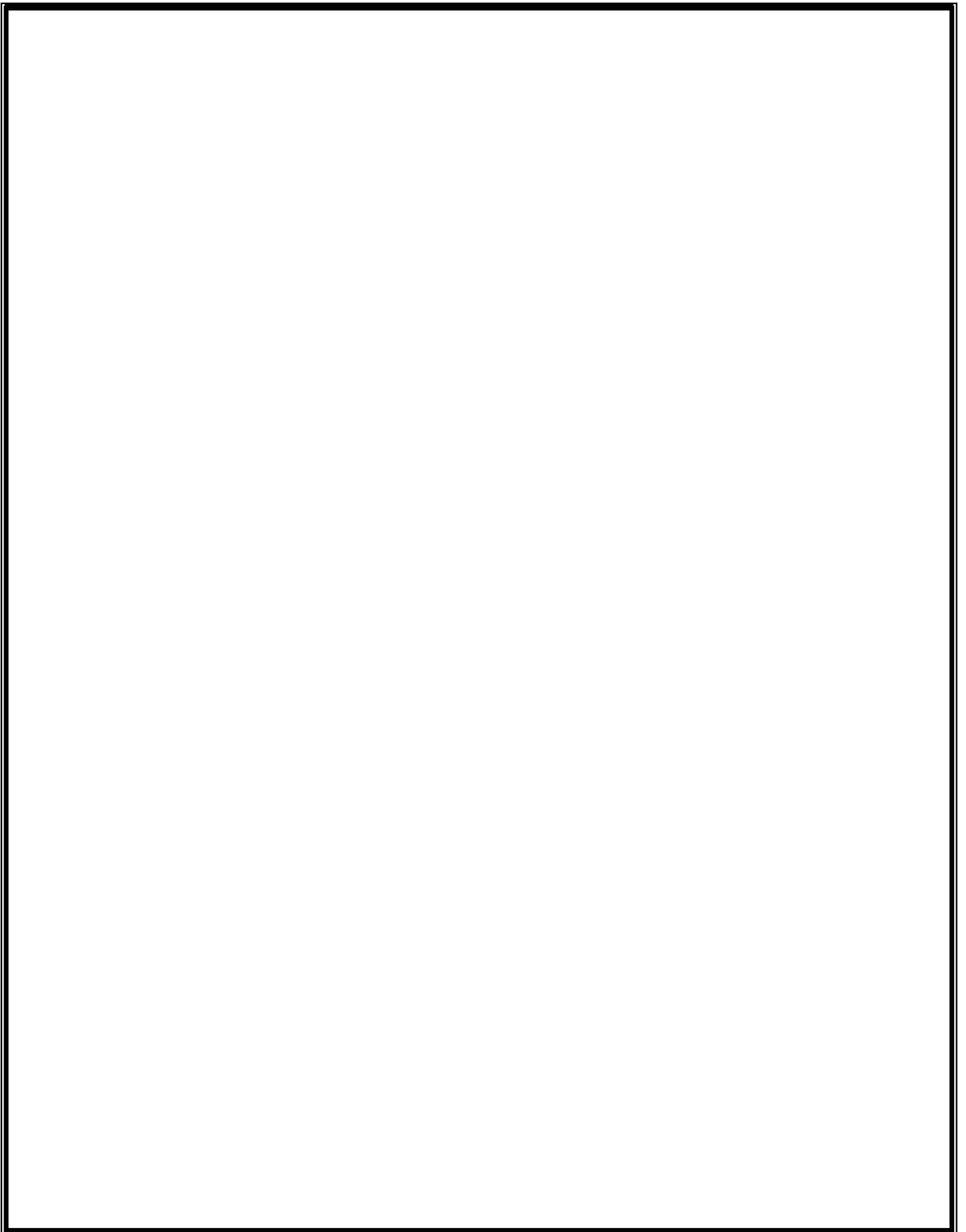
Federal Register Notice ([HTML Version](#)) ([PDF Version](#))

Informing Members of the Standards of Conduct Provisions for Federal Sector Labor Organizations - [Frequently Asked Questions](#)

Compliance Assistance - [The Civil Service Reform Act of 1978 \(CSRA\) Standards of Conduct](#)

Union Member Rights and Officer Responsibilities under the Civil Service Reform Act ([HTML Version](#)) ([PDF Version](#))

Last Updated: 06/02/06



Warning...New Credit Card Scam - this one is pretty slick since the crooks provide YOU with all the information, except the one piece they want.

Note, the callers do not ask for your card number - they already have it! This information is worth reading. By understanding how the Visa and MasterCard Telephone Credit Card Scam works, you'll be better prepared to protect yourself. Here's a story passed along on the internet by a concerned citizen: *"One of our employees was called on Wednesday from 'Visa' and I was called on Thursday from 'MasterCard'. The scam works like this: Person calling says, "This is (name) and I'm calling from the Security and Fraud Department at Visa. My badge number is 12460. Your card has been flagged for an unusual purchase pattern, and I'm calling to verify. This would be on your Visa card which was issued by (name of bank). Did you purchase a Anti-Telemarketing Devise for \$497.00 (or some other item they think of) from a Marketing company based in Arizona?" When you say "no", the caller continues with, "then we will be issuing a credit to your account. This is a company we have been watching and the charges range from \$297 to \$497, just under the \$500 purchase pattern that flags most cards. Before your next statement, the credit will be sent to (and they give you your address), is that correct?" You say "yes". The caller continues - "I will be starting a Fraud investigation. If you have any questions you should call the 1-800 number listed on the back of your card (1-800-VISA) and ask for Security. You will need to refer to this Control Number. The caller then gives you a 6-digit number. "Do you need me to read it again?" Here's the IMPORTANT part on how the scam works. The caller then says, "I need to verify you are in possession of your card." He'll ask you to "turn your card over and look for some numbers". There are 7 numbers; the first 4 are part of your card number, the next 3 are the security numbers that verify you are the possessor of the card. These are the numbers you sometimes use to make Internet purchases to prove you have the card. The caller will ask you to read the 3 numbers to him. After you tell the caller the 3 numbers, he'll say, "That is correct, I just needed to verify that the card has not been lost or stolen, and that you still have your card. Do you have any other questions?" After you say "no", the caller then thanks you and states "don't hesitate to call back if you do," and hangs up. You actually say very little, and they never ask for or tell you the card number. But after we were called, we called back within 20 minutes to ask a question and are we glad we did! The REAL Visa Security Department told us it was a scam and in the last 15 minutes a new purchase of \$497.00 was charged to our card. Long story made short - we made a real fraud report and closed the Visa account and Visa is reissuing us a new number. What the scammers want is the 3-digit PIN number on the back of your card. **DON'T GIVE IT TO THEM.** Instead, tell them you'll call VISA or MasterCard directly for verification of their conversation. The real Visa told us they will never ask for anything on the card as they already know the information since they issued the card. If you give the scammers your 3-digit PIN number, you think you're receiving a credit. However, by the time you get your statement you'll see charges for purchases you didn't make and by then it's almost too late and /or more difficult to actually file a fraud report. What makes this more remarkable is that on Thursday, I got a call form a "Jason Robards of MasterCard" with a word-for-word repeat of the Visa scam. This time I didn't let him finish, I hung up. We filed a police report as instructed by Visa. The police said they are taking several of these reports daily! They also urged us to tell everybody we know that this scam is happening. Please pass this info along to all your family and friends. By informing each other, we protect each other.*

HEARTLAND VISION - Heartland Vision, located at 3812 W Jefferson, has recently renovated and added 500 sq ft to their show room. They are the only eyeglass distribution store in Fort Wayne that has Union Employees. Stop by to view the renovations, and take care of all your eye needs as well as view the large assortment of Union-made frames.



USW Local 903
2228 Lakeview Drive
Fort Wayne IN 46808-3926

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D.E.A.A. sponsored Golf Tournament

July 22, 2006

at the Eel River Golf Course --7:30 a.m. Shotgun Start

All Dana Employees & Retirees are Eligible to Play!

~ Prizes will be awarded ~

Must make your own foursome

Team average should exceed 170 for a 9-hole average

Field limited to first 32 teams that sign up

Entries will be accepted starting May 15th

Sign-up Deadline is 4 p.m. July 8th

See Anyone on the D.E.A.A. Board

or Sign-up in Human Resources

If you were going to paint a picture of an American, what color paint would you use? Would it be white, black, brown, yellow or red? Would you use a wide brush with bold accents or maybe a thin one with light undertones? Would the eyes reflect innocence and youth or would they have seen many winters? Would the portrait show the history of a strong immigrant past or the current struggle for basic human rights? Our Union is very much like that picture you were going to paint. You would have to use all the colors and all the brushes. You would have shown men and women. The young as well as the old would be represented. You would need to express the pride of our past as well as the struggles that lay before us. Remember Sisters and Brothers, it is only by recognizing and respecting our differences that we can appreciate the solidarity that we all share. Let us remember the victories of the past so that we can prepare for the struggles yet to come. Retirees and active workers alike should enjoy the solidarity that we all share.

In Memory of.....

Jack R Carpenter Retired 3-1-1989
Clock Number 175 Deceased 4-26-2006

Donald J Claxton Retired 3-1-1994
Clock Number 773 Deceased 4-28-2006