

IUIIW CONSTITUTION

IUIIW Executive Board Meets

Executive Board Establishes Strike Fund and New Retirement Plan

The International Union of Industrial and Independent Worker's Executive Board met on May 9, with results designed to assist represented workers.

The Executive Board includes President Joe Beltz, Secretary-Treasurer Jim Miller, Vice President David Wright and members Larry Conner and Richard Rodriguez. The meeting was held at the union office in Paramount, CA.

One of the business items discussed was the establishment of the IUIIW Strike Fund designed to assist workers and their families on strike. The fund will be funded by a percentage of the Union's General Fund and will not involve an increase in membership union dues. The Executive Board approved the establishment of the fund.

Following discussions with representatives of Franklin Templeton Investments the Executive Board took action in adopting both the Mutual Shares Fund and the Custodian Funds, Inc. as part of the Union's negotiating strategy for 2006. The funds have received high marks nationally and as a result the IUIIW has now directed its negotiators to include the plans in discussions with different employer groups. Plan consultants will be available to assist union negotiators in presenting the plans. The Executive Board believes that the plans will broaden the scope of benefits now offered to its membership.

In other action the IUIIW website will be back up June 1, following some design reconstruction.

Health Care Tops U.S. Concerns

Being able to find and afford health care is the top concern of Americans today, according to survey results released in March, by Gallup (subscription required). Editor & Publisher reports: "A total of 68 percent said they worried about this a 'great deal.' Coming in second is the Social Security system at 51percent. Following close behind that were 'availability and affordability of energy,' drug use, crime and violence-and only then 'the possibility of terrorist attacks in the US.' (at 45 percent)." Gallup says health care is the top-ranking concern among Democrats, Republicans and Independents-although Democrats tend to be more worried overall.

Other research reports also point to concerns about the economy. In a March 2006 poll from Los Angeles Times/Bloomberg, three choices were tied when respondents were asked about the biggest economic problem for the country-"jobs leaving the U.S.," oil and energy prices and the Iraq war.

Election of Local Officers Nomination Dates and Locations

- Local 11** Saturday, August 12, 2006 @ 2 p.m.
Location to be determined and announced by Union.

- Local 20** - Saturday, August 12, 2006 @ 2 p.m.
Hilton Hotel, College Station, TX.
- Saturday August 19, 2006 @ 2 p.m.
Holiday Inn, Bedford, TX.
- Saturday, August 26, 2006 @ 2 p.m.
Location to be determined and announced by the Union.

- Local 30** Saturday, August 26, 2006 @ 2 p.m.
8131 E. Rosecrans Avenue,
Paramount. CA.

Nominations will be for the offices of President and Secretary-Treasurer. Members need not be present to be nominated. Written nominations are acceptable. Member may run for only one (1) Local Office.

For more information contact the Union Office - 562.408.6187

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Why Organize?

If you are, then International Union of Industrial and Independent Workers, can help you and your co-workers build the majority support that you will need to organize your union.

Getting union representation is the best way to gain the working conditions that you and your co-workers deserve. With a union, you have the legal right to bargain over your pay, benefits, employment security, health and safety, and retirement, etc. A union also gives you the ability to negotiate over company policies that affect promotions, job bidding, layoffs, and many other aspects of your job.

Having a union and the right to bargain collectively with your employer is not some old- fashioned idea that's time has come and gone. Top executives of every major corporation negotiate their own compensation, retirement and severance packages with the companies for which they work.

Through IUIIW, you and your co-workers will have the same ability to improve your working conditions.

We'll help you create your organization

Experience tells us that it's best when workers organize themselves if they are to create a viable union that truly represents their wishes. IUIIW will provide you and your co-workers with the support and guidance that you will need to build your own effective workplace organization. Talk with your co-workers and identify your key workplace issues. Then call IUIIW. We will set up a meeting with you and your co-workers.

Contact us

Send us an e-mail, and a IUIIW organizer will contact you. You may also leave us a message on our toll-free voice mail number, 1-887-775-1171.

President's Message By Joe Beltz, IUIIW President

Some 57 million workers in America say they would join a union tomorrow if they could. Recently, a bill was reintroduced in both houses of Congress that would level the playing field for workers trying to form unions. It's the bipartisan Employee Free Choice Act and it could make a world of difference for working people trying to gain a voice on the job .

The bill was introduced into the 109th Congress by Sens. Edward Kennedy (D-Mass.) and Arlen Specter (R-Pa.) and Reps. George Miller (D-Calif.) and Pete King (R-N.Y.) on April 19, 2005.

The Employee Free Choice Act says when a majority of employees in a workplace decide to form a union, they can do so without the bitter war employers now wage to block them. Every 23 minutes a worker is fired or discriminated against for exercising the basic freedom to decide whether to form a union. On paper, U.S. labor law and international standards give workers the legal right to form unions- but in the real world, employers block that right day after day. So 57 million workers who want the benefits of union membership can't get them.

Please do your part to restore workers' freedom to decide for themselves whether to have a union. Send a message now urging your members of Congress to support the Employee Free Choice Act.

The Employee Free Choice Act is a commonsense approach to restoring workers' freedom to form unions. It would require employers to recognize the union once a majority of workers signed cards authorizing union representation. It also would provide for mediation and arbitration of first-contract disputes and authorize stronger penalties for employers that violate the legal rights of workers seeking to form unions and negotiate first contracts.

By the time Congress adjourned last year, 38 senators and 210 U.S. representatives had signed on as co-sponsors of the Employee Free Choice Act. That's a good start, but we need far more supporters to win this fight for working families. Please click the following link to urge your U.S. senators and representative to support this important legislation

Health Care for Uninsured Costs \$922 for Each Worker with Health Coverage

Workers with health care insurance are paying extra costs to cover health care for the 48 million Americans without insurance, according to a new report. In 2005, premiums for employer-provided family health insurance are expected to cost, on average, an extra \$922, \$1 of every \$12 spent for employer-provided health insurance, to cover the costs of providing health care to the uninsured.

Paying a Premium

The Added Cost of Care for the Uninsured, released June 9 by the health consumer group Families USA, also estimates these added premium costs will rise to \$1,502 in 2010.

"The large and increasing number of uninsured Americans is no longer simply an altruistic concern on behalf of those without health coverage but a matter of self-interest for everyone," says Ron Pollack, Families USA executive director. "The stakes are high, both for businesses and for workers who do have health insurance because they bear the brunt of costs for the uninsured."

Nation's Cost of Funding Uninsured: \$43 Billion

According to the report, health insurance premiums for family coverage in six states will cost at least \$1,500 more in 2005 because of the unpaid cost of health care for the uninsured. These states are New Mexico (\$1,875); West Virginia (\$1,796); Oklahoma (\$1,781); Montana (\$1,578); Texas (\$1,551); and Arkansas (\$1,514).

Nationally, the cost of providing health care to uninsured individuals who do not pay for the care they receive will be more than \$43 billion this year and reach nearly \$60 billion in 2010. In 11 states, the cost of covering this uncompensated care will exceed \$1 billion this year: California (\$5.8 billion); Texas (\$4.6 billion); Florida (\$2.9 billion); New York (\$2.7 billion); Illinois (\$1.8 billion); Ohio (\$1.4 billion); Pennsylvania (\$1.4 billion); North Carolina (\$1.3 billion); Georgia (\$1.3 billion); New Jersey (\$1.2 billion); and Michigan (\$1.1 billion).

The largest number of uninsured individuals, 7.8 million, lives in California, followed by Texas (4.8 million); New York (3.5 million); Florida (3.2 million); and Illinois (2.1 million). In 2010, the number of Americans who will be uninsured for the entire year will be nearly 53 million, the report says.

"This report underscores the importance of strengthening and protecting public programs such as Medicaid that are the health safety net for millions of Americans," Pollack says. Yet President George W. Bush has proposed reducing net funding for Medicaid by nearly \$1 billion in fiscal year 2005 and by nearly \$16 billion between 2005 and 2014.

"Medicaid cuts would only force more and more families into the ranks of the uninsured, thereby increasing insurance premiums for everyone who has health coverage," Pollack says.

Most of the uninsured are workers and their family members who do not participate in employer-provided insurance plans, forcing employees to seek public health care assistance. For example, a congressional study estimated that each Wal-Mart store costs taxpayers an average \$108,000 a year for its workers' children who are enrolled in state children's health insurance programs.

SWEENEY CALLS SENATE IMMIGRATION BILL, 'UNJUST' FOR UNDOCUMENTED WORKERS

The Senate-passed immigration bill creates "an unjust, unworkable and undemocratic three-tiered society" among the nation's 11million-12 million undocumented workers, AFL-CIO President John J. Sweeney says.

But though he was deeply disappointed by the legislation (S 2261), which lawmakers approved by a 62-36 margin in late May, Sweeney stopped short of saying Congress should dump the immigration issue and try again next year, after the election.

That's because the House-passed, harsh, vindictive, enforcement-and-expulsion bill (HR 4437) is far worse, as far as both the AFL-CIO and its allies among immigrant rights' groups are concerned.

But labor's position on the immigration bill may be ignored in upcoming weeks, as the GOP-run House and the GOP-run Senate are increasingly at an impasse over the issue. That leaves workers, immigrants and Democrats on the outside looking in.

While the Senate bill opens a rocky and imperfect path to permanent residence for millions of the undocumented workers, the House has hardened into a position demanding expulsion of all of them, declaring them all felons and making those who help them--including teachers and union organizers--criminals, too.

The Senate plan, based on a bill by Sens. Chuck Hegel (R-Neb.) and Mel Martinez (R-Fla.), sets up three classes of undocumented workers. The first and largest group, of more than 5 million, has been in the U.S. for more than 5 years. They could seek "green cards"--permanent resident status--but only each pays \$3,250 in fines, all back taxes, proves he or she never committed a crime and learns English.

The second group, of several million, which has been here 2-5 years, must leave the U.S.. then again cross the border after getting "guest worker" permits. S. 2261 allows 200,000 guest worker permits per year. Green cards would be far down the line.

The third group, the 2 million or so who have been here for 2 years or less, would be expelled, the Senate bill says. By contrast, the House would throw everybody out.

Both bills increase enforcement along the border and fines for employers who hire undocumented workers. They also double the number of visas for supposedly skilled workers whom firms can petition to import for specific jobs.

The AFL-CIO Department for Professional Employees says many companies exploit those H2-B visas to import workers from South Asia in particular. The firms order U.S. workers to train them in professions such as medical imaging, X-ray reading and computer software creation, and then fire the U.S. workers.

"The fatally flawed Martinez-Hegel compromise ...creates an undemocratic, unjust and unworkable three-tiered society that denigrates and marginalizes millions of immigrant families. That three-tiered approach creates a caste society in which millions of hard-working immigrants are driven further into the shadows of American society, leaving them vulnerable to exploitation," Sweeney said.

Sweeney also said the Senate "adopted the greedy corporate model of addressing our nation's future needs for workers--guest

worker programs--instead of crafting a mechanism to ensure that future foreign workers come into the U.S. with full rights and as full social partners."

Leaders of two top unions in the Change to Win federation--the Service Employees and the Laborers--previously blasted the Senate bill, too. Both unions have high proportions of immigrant workers.

The only small pluses of the guest worker section, which AFL-CIO Executive Vice President Linda Chavez-Thompson compares to the infamous bracero program after World War II, are the cut in its size and more worker protection, Sweeney added.

But Sweeney did not mention that senators defeated a wide-ranging effort by Sen. Edward M. Kennedy (D-Mass.), to extend all labor law protection to the undocumented workers, as well as the guest workers. A Supreme Court decision several years ago denied labor law protection to undocumented workers.

Venal and vicious employers import undocumented workers to jobs and then use the threat of such imports to drive down some native workers' pay and conditions. When the undocumented workers stand up for themselves, by organizing, employers call immigration officers to deport them.

"We echo the concerns expressed by civil rights, religious and community leaders about the erosion of civil liberties and other fundamental rights embodied in the Senate bill. Further, we stand behind immigrant workers and immigrant communities around the country, who have expressed deep concerns with the Senate bill because, among other things, it creates deep divisions within immigrant communities and leaves millions of immigrants in the shadows," Sweeney said.

Summary of Employee Free Choice Act

1. Certification on the Basis of Signed Authorizations

Provides for certification of a union as the bargaining representative if the National Labor Relations Board (NLRB) finds that a majority of employees in an appropriate unit has signed authorizations designating the union as its bargaining representative. Requires the NLRB to develop model authorization language and procedures for establishing the authenticity of signed authorizations.

2. First Contract Mediation and Arbitration

Provides that if an employer and a union are engaged in bargaining for their first contract and are unable to reach agreement within 90 days, either party may refer the dispute to the Federal Mediation and Conciliation Service (FMCS) for mediation. If the FMCS has been unable to bring the parties to agreement after 30 days of mediation, the dispute will be referred to arbitration and the results of the arbitration shall be binding on the parties for two years. Time limits may be extended by mutual agreement of the parties.

3. Stronger Penalties for Violations While Employees Are Attempting to Organize or Obtain a First Contract

Makes the following new provisions applicable to violations of the National Labor Relations Act (NLRA) committed by employers against employees during any period while employees are

attempting to organize or negotiate a first contract with the employer.

a. Mandatory Applications for Injunctions:

Provides that just as the NLRB is required to seek a federal court injunction against a union whenever there is reasonable cause to believe that the union has violated the secondary boycott prohibitions in the NLRA, the NLRB must seek a federal court injunction against an employer whenever there is reasonable cause to believe that the employer has discharged or discriminated against employees, threatened to discharge or discriminate against employees or engaged in conduct that significantly interferes with employee rights during an organizing or first contract drive. Authorizes the courts to grant temporary restraining orders or other appropriate injunctive relief.

b. Treble Back Pay:

Increases the amount an employer is required to pay when an employee is discharged or discriminated against during an organizing campaign or first contract drive to three times back pay.

c. Civil Penalties:

Provides for civil fines of up to \$20,000 per violation against employers found to have willfully or repeatedly violated employees' rights during an organizing campaign or first contract drive.

International Executive Board

International President

Joe Beltz, Paramount, CA.

Vice President

David Wright, Plano, TX.

Representatives/Organizers

Lorelei Caro, Paramount, CA.

Mitchel Coneley, College Station, TX.

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International Secretary-Treasurer

Jim Miller, Atlanta, GA.

Executive Board

Mitchel Coneley, College Station, TX
Larry Conner, Richardson, TX.
Richard Rodriguez, Seal Beach, CA.

Union News

AFL-CIO Affiliation

The International Union of Industrial and Independent Workers (IUIIW) is no longer affiliated with the AFL-CIO following action taken by the Executive Board late last year.

Union officers have opened discussions with the United Steelworkers of America with the possibility of an affiliation agreement with this great independent union. The Steelworkers recently approved a merger with PACE, an energy and pulp and paper union.

Legal Services

Union officers are currently working out the details of a Discount Legal Service to be made available for union memberships. The legal benefit package will include free legal consultation and discounted rates for various legal activities. For more information contact Lorelei Caro at the Paramount office of the Union.

Out of Work Job Referral Program

The IUIIW now offers an out of work job referral service for laid off union members. Stop by the Union office in Paramount to complete a referral card for future work or call the office and one will be mailed to your home. Cards will be held for future work opportunities.

Star Harbor Federal Credit Union

Union representative Lorelei Caro has been busy arranging for IUIIW membership to participate in the Star Harbor Federal Credit Union. As members of the credit union an IUIIW member will be able to participate in its savings and checking accounts, have ATM access, member insurance, payroll deduction/direct deposit, VISA Credit Card, loans for practically any purpose to qualified borrowers at very competitive rates with no repayment penalties, discount car buying service and several other services that include Individual Retirement Accounts (IRAs) and investment accounts. Contact Lorelei for more information or visit the credit union's website at www.starharbor.org.

IUIIW Website

The IUIIW Website is up and running and it is very appealing to the eye -in addition to offering information to the membership. One Step Computer designed the site, using blue, gold and black colors with terrific style.

Join the IUIIW

The benefits of Union Membership are significant.

- Better Wages
- Better Health Insurance
- Better Workplace Safety and Health
- Better Benefits
- Better Pensions
- Better Workplace Dignity

It's just a better deal for workers to belong to a Union. And IUIIW membership brings all of these benefits plus a deep commitment to improving labor-management relations.

Do you think that you and your co-workers need IUIIW Union representation?

Are you interested?

Contact the IUIIW Organizing Department at:
8131 E. Rosecrans Avenue, Paramount, CA 90723