

GAME ON!

In February, five members of Local 10-86's Legislative Committee attended the USW Rapid Response Conference in Washington, D.C., presented in conjunction with a Good Jobs/Green Jobs symposium. In all, over 2300 union members, labor leaders, and environmental activists were present at the three day event.

"This is a great time and a great place to have a Rapid Response Conference," said USW Secretary Treasurer Jim English. "It's the first time we've done so with a Democratic President and a majority in the House and Senate. We've been on the defensive for too long. It's time to go on the offensive."

Part of that offensive includes fighting for trade laws that benefit working Americans, rebuilding American manufacturing with alternative energy jobs, fair Health Care, and passage of the Employee Free Choice Act (EFCA). It is an ambitious undertaking.

"The deregulated financial sector is responsible for the mess we're in," thundered USW International President Leo Gerard, who likened Wall Street's irresponsible actions to a giant Ponzi scheme. "Collective bargaining is the best vehicle for a fair distribution of income," he said, alluding to the fact that in 2005 the richest 10% of Americans owned 73% of our country's wealth.

One of labor's tactics to address this stark inequality is to lobby Congress to pass EFCA which would allow workers to vote to join a union if 50% plus one checked off on a card in favor of doing so. Too often workers who express an interest in joining a union are harassed, intimidated or fired at a rate of 11,000 people per year.

"This Act allows, along with the current financial crisis, us an opportunity to build a strong union, a strong country and an economy in which prosperity is shared by all," said Ron Bloom, an assistant to Gerard. "It's a chance to float all the boats in the ocean, not just the yachts."

On Thursday of the event, Rapid Response teams spent the day lobbying Capitol Hill in support of Employee Free Choice and the President's stimulus package. At one point over forty Steelworkers met with one of Pa. Senator Arlen Specter's aides demanding that the Senator keep his promise to support the Act. Sadly, one month later, Specter reneged on that promise, saying on the Senate floor "that a difficult economic climate is no time for workers to receive a living wage." It should be noted that in 2008 Senator Specter received \$235,350 from Bank Rome LLP, a self described 'union avoidance' law firm.

And that should be a message to us all. Even with a more worker friendly Congress and Barack Obama in the White House, corporations and big business have no interest in taking care of American citizens. Even as we speak, this company is holding contract negotiations with the Merck Inter-Union Council, seeking to subcontract union jobs with cheaper, disinterested labor, in order to fatten the wallets of top level management.

The results of last November's election were merely the opening salvo in the coming conflict to halt the destruction of America's middle class. Working men and women are fed up with the lies and the greed that have brought this country and its citizens to the edge of the abyss. For the sake of our families and what's left of their futures it is time to stand up and be heard.

The game is on.



Local Leaders Part Two/Debbie Yakscoe



Regardless of your feelings about the 2007 bargaining unit agreement there remains one indisputable positive result: the creation of a full time union Safety Rep to be paid for on the Company's dime. And had Bio Technician Debbie Yakscoe not been interested, there likely would have been no such agreement.

Appointed by then President Butch Fickert and sustained by current President Mike Parente, Debbie has taken to the role with a passion and commitment foreseen only by those who have had the pleasure to have worked with her side by side.

A biologics safety rep for the last fifteen years and a USW Health and Safety Committee rep since 1998, Debbie lives and breathes with a genuine concern for the well being of our membership. Recruited into the program by the late Sakk Frankenfield, Debbie had been a three year employee and new to a union environment before Sakk put the bug in her ear.

"I just loved his tenacity, his refusal to take no for an answer when it came to keeping our people safe," Debbie said. "Sakk was my safety mentor. He helped raise my awareness to hazards in the workplace. He taught me that you didn't have to back down."

Over the years Debbie has been involved in issues ranging from sterilizers, slips trips and falls, better protection for pregnant women in the workplace and the implementation of shrouds to protect technicians against glass bottles exploding under pressure. All of these were part and parcel to why our sixteen member USW Safety and Health Committee received a Congressional Citation in 2007 for its outstanding advocacy in the area of workplace safety.

These days Debbie sits over in Building 20 where she works with about thirty members of the West Point Safety and Environmental Department. "I wear many hats in my travels around site. Advocate, mentor, diplomat, but at the end of the day I never forget my roots."

That's because in addition to her safety activities, Debbie has been an Executive Board Member at Large since 1999 and did a three year stint in the union office as a plant committee member. Those

experiences have helped her learn to separate labor issues from safety issues which too often tend to blur.

"Whenever the company rolls out some new policy that ticks members off, a lot of times people want to hit back and resign from safety," Debbie said. "Luckily Mike (Parente) recognizes that we need to differentiate between such issues, and that safety committees are first and foremost about protecting our members."

To that end our new leadership has encouraged the rollout of USW led safety committees for all departments across site, with Debbie as point person on the creation of said committees. So far a dozen have been established and the prospect of more is on the way. The philosophy behind them is twofold: that nobody knows the hazards of the workplace better than our members and that showing upper management we have an engaged and conscientiously safe workforce helps to insure jobs in the future at our site.

And we are seeing results. For the first time we have been able to break down barriers so that management and the union have been able to sit and have productive exchanges when it comes to safety. As the initiative has unfolded the program has received buy-ins and blessings from the likes of Safety and Environment Director Alice Lenthe to Plant Manager Stan Booth.

To that end we thank Debbie, as well as all the representatives on all our committees who take time out to volunteer for safety.



Local News

- Minutes of previous Executive Board and Membership meetings are now beginning to appear on our website thanks to Jim Mahoney. Minutes can be read only by registered members. If you are not registered visit us at www.usw10-86.org and sign up for approval.

- Leadership wants membership to know that nomination and election for the 2010 Negotiating Committee will take place at the June membership meeting.

USW SAFETY COMMITTEES

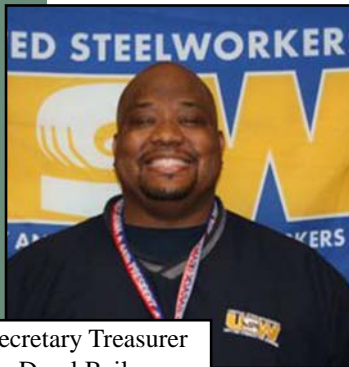
The following is a role call of our USW led Safety Committees throughout the site and just a few of their initiatives and accomplishments.

- ✓ Building 12 – Chair: Naim Moore; Scribe: Mike Telonaitis; 1st Shift Communication Rep: Mike Telonaitis; 2nd Shift Communication Rep: Jose Martinez. Members/First Shift: Naim Moore; Mike Telonaitis; Tara Billitto; Lindsay Peters; Sandy Murphy; George Onyango; Gary “Tony” Greene; Jonathan Marsicano; Greg Thompson; Scott Morton; Patricia Maier; Deb Johnson. Second Shift: Jose Martinez; Eric Hahn; Angel Hearn; Mehrnush Kalayeh; Matt Sobel; Steve Curran. Third Shift: Chris Graham; David Dietrich; Thomas Etheridge; Kenneth Johnstone; Rushank Yagnik; Jessica Kuzmich; James Hinz. Initiatives/Accomplishments: standardization of inspection checklists/room specific; low risk injury awareness; live safety training for all shifts.
 - ✓ Building 29/SPO – Chair: Mark Flicker; Co-Chair: Joe Richardson; Scribe: Regina Woodring; Mentor: Scott Piro; Members: John Beidler; Robert May; Rick Carrington; Joe Conner; Ed Dusza; Ricky Fowler; James Hargrove; David Kuhn; Jason McGinn; Andrew Merritt; Jennifer Radwanski; John SAGRANTZ; John Milligan; Ryan Burns; Aissa Hernandez; Celenia Polanco; Kathy Stephens; Ed Ferguson; Brian Stein; Tony Tulskie. Initiatives/Accomplishments: standard training program for stripping and sealing floors; proper handling, usage, and storage of cleaning chemicals; train the trainer program.
 - ✓ Pharm Ops – Chair/Scribe: Paul Mercurio; Mentor: was Todd Stamp/now Mike Eckert; Members: Ron Church; Eric Whitaker; Cindy Verrier; Char Antonacio; Bill Caruso; Evan Evans; Jeff Kuntz; John Mautz; Tom Mehaffey. Initiatives/Accomplishments: monthly departmental safety inspections; clarification of hazardous chemical transport; Janumet engineering controls/ergonomic issues Building 69.
 - ✓ Vaqta – Chair: John Troilo; Scribe: Ellen Bartman; Members: Angie Talbert; Jill Zimmerman; Rita Amin; Tim Benner; Jen Baynam; Natalie Diascro-Lennick; Matt Feldweiser; Mike Patterson; Vassell Dillard. Initiatives/Accomplishments: new hood and bootie designs; ergonomic infrastructure improvements; production area safety upgrades.
 - ✓ BTM Maintenance – Chair: George Walsh; Co-Chair: Sean Coary; Scribe: Jean Evans; Mentor: Bob Schultz; Members: Joe Cassell; Ralph Rotzell. Initiatives/Accomplishments: lockout/tagout awareness; environmental awareness.
 - ✓ Buildings 17 & 78 Maintenance – Chair: Brad Hamilton; Co-Chair: Brett Ewing; Scribe: Glen Grady; Mentor: Tom “Stretch” Guellich; Members: Bob Repholtz; Mike Marchesani; Rich Faye. Initiatives/Accomplishments: lockout/tagout awareness; electrical training; infrastructure upgrades.
 - ✓ MRL Maintenance – Chair: Paul Liechty; Co-Chair: Ron O’Herrick; Scribe: Jim Mahoney; Mentor: John Pearson; Members: Pat Rogers; Art Dilworth. Initiatives/Accomplishments: exhaust fan upgrades; PM upgrades for sterilizers.
 - ✓ UES Maintenance – Chair: Gene Hunsberger; Scribe: Andy Leszkowicz; Mentor: Edith Green; Members: Joe Radosin; John Rufe; Steve Tomchick; Liz Straka; John Cuilwik; Ed Luongo; Brenda Clifford; Rick Bothwell. Initiatives/Accomplishments: asbestos awareness; OSHA – 10 hour safety training; infrastructure improvements.
 - ✓ Site Safety Maintenance – Chair: Dan Peterson; Scribe: Joe Platt; Members: Tom Doyle; Bill Frazier; John Ciavola; Sean Young; Mentor: Terry Brown. Initiatives/Accomplishments: first safety committee formed; Corporate Safety Audit recognition as *most improved area*; reduction of on site flammable paint inventory; infrastructure improvements.
 - ✓ Varicella – First Shift: Scott Bacon; BJ Joshi. Second Shift: Scott Bacon; George Borisow. Third Shift: Scott Bacon. Initiatives/Accomplishments: new committee.
 - ✓ VVES – Chair: Gary Haas; Mentor: Chris Golie; Members: Bruce Lamonaca; Barry Buchter; Mark Sensenig; Steve Radcliff; Lyndon Vesty; Bill Caruso. Initiatives/Accomplishments: new committee.
 - ✓ Rotovirus – Although Roto doesn’t have a USW led committee at this time we would like to thank Russ Cole for his help on the following: bootie issues; filing of near miss reports; bottle shrouds.
- (Note: Due to scheduling conflicts not all members of all committees are pictured)



• The renewal date of the USW Local 10-86 Merck Employees Health and Welfare Plan's Benefits is July 1, 2009. At this time you have the opportunity to change your coverage from one option to another. For more information please contact Phil Hughes (26555) or Daryl Bailey (20185) in the union office or Karen Irwin, Plan Administrator, at 215 773 0900.

• Members are asked not to post IUC Solidarity stickers on Company property. So as to avoid any disciplinary actions post said stickers on plastic badge holders or union bulletin boards. Thank you.



Secretary Treasurer
Daryl Bailey

Local Leaders Part One/Daryl Bailey

When the USW International leadership was looking for a Local 10-86 activist to assist with getting out the vote in Philadelphia and its suburbs last October, they asked Rapid Response Coordinators Bob McAuliffe and Steve Raysley for suggestions. "It was a no-brainer," said Raysley. "We both thought of Daryl Bailey."

"I got a phone call from International Vice President Fred Redmond," said the Local's President Mike Parente. "He wanted to know if we could spare Daryl for a month to work on voter protection in some of the poorer neighborhoods in the area. I said sure."

When approached, Daryl agreed, and the announcement was made at the Local's October Executive Board meeting with the blessing of his fellow officers. With Sara McKenzie, AFL-CIO Manager for Organizing, doing the training, a team was assembled that also included USW member Gordon Goodman. From there it was onto the streets to initiate contact with the community.

Canvassing targeted sites in Chester, Delaware, Montgomery and Bucks Counties, the group sought to educate people in barber shops, hair salons, diners and shopping malls, all the while hoping to solicit volunteers for the voter protection movement. Over a two week period they were able to gather 450 people for the non-partisan project.

These volunteers weren't merely past disenfranchised voters; they were working class Americans truly engaged in ensuring that democracy worked for everyone, regardless of their fortunes. More training followed, some of it taking place at our own North Wales union office. A headquarters was established at the Operating Engineers Local 542 Union Hall in Fort Washington, where approximately 20 lawyers were stationed after being flown in from as far away as California to aid in mobile support. Organizing and strategizing took place over another two week period. Identifying past voter trouble spots was a key to the program, including a voting place in Yardley where a sheriff in the last Presidential election decided to close the polls early.

Sunday before the election, volunteers knocked on doors in neighborhoods to educate and combat deceit circulating in poor areas designed to hinder voter turnout. One infamous lie that buzzed around Philadelphia was that if you had an outstanding parking ticket you would be arrested and not allowed to vote.

Tuesday, Election Day, Daryl and other team members began their work at 5:00 AM, making sure that literature, polling attire, and food was available, as well as drivers to make the deliveries. The literature provided information alerting voters to their rights should they encounter interference at their respective polling places and was provided by funding donated by the AFL-CIO, the United Steelworkers, and the A. Philip Randolph Institute.

The day was overwhelming. Calls came in from all five counties and voters contacted the team with questions concerning missing registrations, long lines, and citizens seeking to vote at the wrong polling places. Things came to head in the evening at Lincoln University in Lower Oxford Township where students waited up to five and half hours to cast their vote. Team members were dispatched to the University's off campus precinct to bring in food and drink and set up portable toilets. "It was a mess," Daryl said. "We brought umbrellas and ponchos to keep the kids dry in all the rain." 350 students stayed in line until after 9:00 PM and cast their votes.

After the polls had closed, about forty team members gathered at the 10-86 union office and watched the results. At 11:30 PM, when Barack Obama was named the 44th President of the United States, the room erupted in celebration, the volunteers whooping and hollering, congratulating one another on making a difference. "Being part of a movement like that," reflected Daryl, "I had tears in my eyes. It was the fulfillment of a lifetime."

(A shout out of thanks goes to all the Local 10-86 officers and Executive Board members who volunteered late in the election for training and participated in the process at their respective

USW Local 10-86 Officers

- President Mike Parente
- Plant Chairman Dan Bangert
- Vice President Phil Hughes
- Recording Secretary Paul Mercurio
- Financial Secretary Frank Deitzel
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Newsletter Staff

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