

REPORTER

UNITED STEELWORKERS LOCAL 2-232

President's Report by Jesse Edwards

At Strattec- Contract expires

The contract expires June 29, 2014 and the bargaining committee has met to start preparing for negotiations. A survey was handed out at the entrance gates on March 11, 2014. We all know what happen in 2009 and with the company having record profits, we do not expect any concessions.

Mid Contract Change

The company approached the union in the summer of 2013 in regards to making a mid contract change. The company was busy and some jobs needed to run 7 days per week, 24 hours per day. After meeting with the company, they decided to wait until contract ne-

gotiations to change the current language.

WRTP/BIGSTEP

The bargaining committee and a representative from WRTP met with the company and discussed the production worker apprenticeship program and the company has an interest in offering more training for all employees. Since having the meeting, the company has circulated a survey to gage your interest and they plan to offer more training. The production worker apprenticeship program is a State Indenture Apprenticeship that you can earn within 18 months.

Safety

The union received safety complaints from the Die Cast Department. The

union investigated the complaints and submitted them to the company and the company is in the process of resolving all safety complaints. Some of the issues were oil on the floor, platforms are too small, better mats and the air not circulating properly. If you have a safety complaint, you should report it to the safety department and your steward or grievance representative.

The new safety engineer is Cody Kamp and his office is located near the Die Cast break area.

Sales/ Production

The company is busy and orders remain strong at the time of this writing. The fiscal year ends June 30, 2014

Parking lot thefts

During the past
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year, there have been thefts on the parking lots. Things were taken from cars and trucks or the vehicles were stolen. The company has installed new gates at the East and West entrance. At this time, the theft has stopped and no one has been late for work because of the new gate entrance.

Job posting

If you want to transfer to a different job, you should continue to watch the bulletin boards for all job postings. All job openings will be posted for 5 calendar days and transfers will be honored for the most senior employee.

At Briggs- Job Elimination

The employees who worked on the conversion and repair line in department 348 have been eliminated. This involved 5 jobs and this department had been staffed with full time employees for many years. The employees were bumped into other departments and this work will be done by full time employees if they are available under the daily transfer language. If they are not available, this work will be done by temporary workers.

In department 1400, the Quality Group Lead position has been eliminated.

At the MFDC, the DC Logistical Lead positions have been eliminated. This involved 4 supervisors. Some of them were long-term

supervisors and that made it difficult to accept. When I asked the company why did they eliminate these jobs, the company stated, "quote", we are going in a different direction.

EVA Meeting

The contract was ratified on October 30, 2013 and at that time, the company said they would negotiate an EVA plan. A plan that would actually pay out and now it's April 2014 and we still do not have an EVA plan. The company and the union have met once since October. The company continues to tell the union they are close. They should have something soon and more goes into putting together a plan than you would think. The company wants your EVA plan based on your production, but some jobs do not have standards such as setup, skilled trades and supervisors. We will keep you up to date once we receive the proposal.

TRIADA/Temps

Triada supplies temporary workers to businesses. When the union and the company met with the mediator during negotiations, the company agreed to use Triada based on cost, quality of employee's and services. The company met with a representative from Triada on February 20, 2014 and since this meeting, Triada has sent the company a cost proposal. At this time, they are waiting for a response from the company.

Also at this time, the company is bringing in former employees, retiree contractors, and is

considering them temporary workers. This is also agitating the current work force.

Contract books

Many members have been asking for a copy of the contract book. The union did not receive the final proposal to proof read until this year. At this time, the bargaining committee has signed the signature page and once the International Union signs the signature page, the company can print the contract books. Once the books are printed, you should see your facilitator or human resources for a copy of the contract book.

Accumulated vacation days

Under the new contract, you can accumulate vacation for 1 year. For example, if you are eligible for 4 weeks of vacation you can accumulate 4 weeks and on May 1st, you would get an additional 4 weeks for a total of 8 weeks of vacation.

Vacation shutdown

If your department is working during the vacation shutdown, the company would have notified you by April 1st. If your department was not notified by April 1st, and you have a desire to work, it will be on a voluntary basis.

If you work during vacation shutdown, you will accumulate those days as vacation days. **Continued Pg 3**

President's Report continued

The vacation shutdown is June 30, 2014 – July 11, 2014.

The vacation year starts May 1st and you will not get the lump sum payout in June. Everybody will be receiving vacation pay when you take vacation. If you have money left over it will be paid the following 3rd week in May.

At SEIU

The union is in negotiations with SEIU HC WI (Services Employees International Union Health Care Wisconsin). This is the second contract for SEIUHCWI and at this time, the negotiations are not going good. The last bargaining session was held on March 26, 2014.

At the March 16, 2014 membership meeting, Sagar Tolani was elected union steward. Sagar was unopposed.

All clerical workers have been eliminated and the work has been reasigned.

To all, Rapid Response

Thank you to all who took part in the United Steelworkers, Rapid Response, Invest in America Infrastructure Action and Thank You Drawing. All the cards were sent in and I want to thank the Rapid Response coordinators, Denni Walczyk, Erica Jackson, Diane Neely, Yolanda Turner and Ralph Schwieger. We turned in over 300 cards.

USW cards

The local union has received your USW membership cards and the grievance representatives will issue the cards to you ASAP. Please take the time to read the back of the card. Thank you.

401(k)

I encourage all members to contribute to the 401(K) plan. When you do not contribute to the 401(k), you are leaving money on the table because this is a part of your benefit package. Whenever possible, you should max out this benefit.

Voter Registration

The union is helping our members register to vote. If you need a registration form, you should contact the union office at; [414-257-1041](tel:414-257-1041). You can also get this form from your steward or grievance representative. You must fill out the form and mail it in yourself.

Membership meeting

At the membership meeting, held March 16, 2014, members at Briggs expressed their dissatisfaction with a grievance. The members felt very strongly that they were violated. However, the union did a full investigation and the grievance was dropped based on the merit of the grievance.

There were 50 members at the March membership meeting and all members were heard. I encourage members to attend the next membership meeting, to be held May 18, 2014.

In Solidarity,

President Jesse Edwards

By weekly dues calculation for Briggs & Stratton

USW bi-weekly dues requires three calculations:

1 – Multiply bi-weekly earnings by 1.45% (should be close to Medicare deduction if you add health care premium back in to earnings).

2- Divide the earnings

by the actual hours worked (includes holiday, vacation, etc. hours) and multiply by 1.2923 (CAP multiplier for bi-weekly).

3 – Multiply the hours used in calculation #2 by \$.02/hour (Organizing Assessment).

Finally, you compare calculation #1 to #2; take the lesser of the two and add the result of calculation #3 to arrive at the total dues deduction for the pay period. We still do not know when Briggs will start the USW dues structure.



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LOCAL 2-232 UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION

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The information contained herein is of informal nature and is not intended to be final and authoritative.

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Strattec Report by Diane Neely

It has been a while since my last news report. By now, I am sure that many of you have heard about the changes that have taken place at STRATTEC.

The rumors you may have heard about a reorganization of the Milwaukee Operations to better address current opportunities and make it more efficient and effective is true. Because of this change, two salaried associated are no longer with STRATTEC and the reporting structure has changed. Gone is the title of Work Group Leader, the new title is Production Supervisor.

Changes are coming in Key Milling. After a year of deliberation and extensive cost analysis, STRATTEC management informed the union that we could no longer be competitive manufacturing keys. Management provided a

cost breakdown from the analysis that shows STRATTEC can purchase finished, ready to sell keys cheaper than what they can purchase the raw material for. How can that be? The company that quoted the key business buys scrap material, melts and makes all of the material they need for production. At this time, no jobs will be lost because of this move. The decision to inform the union prior before negotiations rather than to wait until we had the contract was appreciated by the bargaining committee. These changes in milling are going to happen over the next 18-24 months. We still have many keys to make and customers to keep happy.

Moving on to other business, STRATTEC and the UNION have been meeting with Wisconsin Regional Training Partnership

(WRTP), better known to many people as BIG STEP. The reason for these meetings was set up to help negotiate training classes for those individual who may have difficulty passing tests and also who would like to take some training in order to advance their career here at STRATTEC. Once everything has been completed, watch the monitors for dates and times where each individual who wants the opportunity to advance their career will be able to sign up for the upcoming classes.

In Solidarity,

Diane Neely,

Strattec Grievance Representative