

REPORTER

UNITED STEELWORKERS LOCAL 2-232

President's Report by Jesse Edwards

At Strattec

ATTeC

The company has created a Lead person job description in the ATTeC department. The Lead person will also be responsible for the 5S program in the AT-TeC department. In January, the company approved another \$460,000 for the AT-TeC department. The company also stated that the ATTeC department needs to be more efficient.

6 million dollars invested

The company has invested 6 million dollars into the company since May 2015. The company stated their goal is to invest and continue to grow the business in Milwaukee, WI.

Member Reinstated

A member who was laid off for 11 months because of restrictions and the company's claim they did not have any work has been reinstated to a job that was there

at the time of the lay-off. The Union has filed a grievance seeking lost wages.

Discharged

A member who was discharged has contacted the Union and requested the Union not pursue the discharge. The member was discharged for poor attendance.

Member removed from the job

A member was removed from the job and transferred to an open job on the same shift. The member did not write a grievance for being removed from the job and accepted the transfer.

Key Milling machines removed from the department

The company has eliminated two Key Milling machines. MMO2 and MM04 machines were sent to Mexico. Between April and May of this year, the company plans to bring in two pneumatics machines to replace the ma-

chines that were eliminated.

New Washer

In the Punch Press department, the company has added a washer to wash the parts coming from the 400-ton press.

Training

The union approached the company about training for our members. The company is willing to provide the training but they did not like the Saturday classes that were provided in the past. The company stated they were working with some universities to provide the training. The company also plans to use the Lima Caster machines and the Dyna Caster machines in Die Cast, to train setup because they want to have some on the job training.

Cell phones/Computers

The company is monitoring employees who are using

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Special points of interest:

- For Briggs&Stratton employees, see the back page for a letter from the company about FMLA and more.
- See Page 4 for information about Workers Memorial Day, April 28th.

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cell phones and computers during working hours. You should use your cell phones and computers during your scheduled breaks and your lunch periods.

Stewards

The Stewards are very active. If you have any questions or concerns, see your Steward right away and the Steward will investigate your issue. If you do not know who your Steward is, it is posted in your department and on the Union office door.

At Briggs,

Member Reinstated

A member who was discharged in July and had a grievance scheduled for arbitration has been reinstated. In this case, the member returned to work with a Last Chance Agreement, plus back pay that included the unemployment that was paid out, and \$3600 hundred dollars.

My Benefits

The employees who participated in the MyHealthAssessment program last summer/fall received your Living Well Rewards into your Health Saving Account (HSA). If you waived your medical insurance, you should have received the cash payout on your February 11, 2016 check.

When using your health account debit card to purchases your health expenses always

keep copies of your receipts.

New Work - Brake Assembly - Dept 793/V6

The machines for the new brake assembly work have finally arrived. They are currently doing a runoff and the company expects the quality department and the manager to sign off on this new work soon. Production is scheduled to start March 28, 2016. This is 10 new jobs running on two shifts. The company will be making the brake assembly for all engines and the expected run rate is 20,000 per day. The company also stated this was a 3 million dollar investment.

New Wire Machine

The company has also purchased a new winder for wires in the V6 department.

Hope Street Warehouse

The Hope Street Warehouse is scheduled to open soon. They plan to staff it with 10 people. Some members brought it to the Union's attention that they did not see the jobs posted on some bulletin boards. If anyone failed to request a job transfer because the posting was not up, they should contact the Union ASAP. The new Hope Street Warehouse department number is 721.

Roof

The roof that is over the new sound lab is schedule to be raised this spring.

New Plant Manager

The company is doing a restructuring and they will post for a new Plant Manager at the Burleigh Plant. The reason given for the new Plant Manager is because they have enough work at the Bur-

leigh Plant to justify the hiring. The Union is expecting many changes in management between now and July 1, 2016.

Power Products

The Union met with the company on March 11, 2016. The Union presented your concerns and issues at this meeting. If you have any issues or concerns please see your Steward and if we need to meet with the company, we will.

The power products departments have been busy the past few months. They have been working 9-hour shifts and Saturdays. The company stated lines 1 and 2 where the pressure washers are assembled have a heavy build season. In February, they were 18,000 behind and now they are 14,000 behind. On lines 3 and 4 where the tractors are built at this time, they are scheduled to slow down after March.

HSB

In the Home Standby Generator department, they are building 28/30 generators per day. In April, production for the Home Standby generator will pick up and they are scheduled to build 45 generators per day.

V9 Heat Treat

In the Heat Treat department, the company has purchased a new furnace, which was a \$150,000 investment.

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They have also purchased

and installed a new washer and hired a washer operator in this department.

Vice President

Vice President Michael Henry has been working with me at Briggs and Strattec. I plan to request Mike's assistance more as we move forward and our Union faces more challenging times ahead.

Time Study/Job Evaluator

The Union realizes many of our jobs need to be time studied. We are currently exploring our options. We may hire and train from within or hire an industrial engineer. The Executive Board has authorized me to contact the School for Workers and industrial engineers.

Department Merge

On December 28, 2015 the employees in department 721/dock 13 were merged into department 1528. This merger affects all of the drivers and supervisors who worked in department 721.

FMLA Year Changed

At Briggs, the FMLA year has changed. The Union

was notified on February 1, 2016 that the FMLA year would change effective April 1, 2016. The company previously used the calendar year to establish your hours worked and time used for FMLA. The federal regulation allows the company the right to change the FMLA year. The company is using the look back 12 months period prior to requesting the leave.

The Wisconsin Family and Medical leave tracking will remain the same.

Please refer to the letter from Briggs & Stratton posted as the last page in this issue of the Reporter in regards to Leaves of Absence, Disability Management, and Federal FMLA Leaves Tracking Method Change.

All.....

Attorney Marianne Robbins Retires

Our long time legal council has retired. Marianne Robbins, from the Previant Law Firm, represented our local for 20 years and did an outstanding job. All of us at USW Local 2-232 thank her and wish her well in retirement.

Our new attorney is Jill Hartley. We welcome Jill and look forward to working with her.

Workers Memorial Day

Each year, on April 28, Workers Memorial Day is observed on the anniversary of the implementation of the Occupational Safety and Health Act. This is the time when we honor and remember those killed or injured on the job. "Mourn for the dead and fight for the living."

Next Membership Meeting

Within the last year, the attendance at membership meetings has increased. We thank you for attending the Union meetings. The meeting is for you the member and the next Union meeting will be May 15, 2016. Coffee and donuts will be served.

In Solidarity

President,

Jesse Edwards



Happy Father's Day



are the "U" in UNION!



"This company is awash in cash precisely because you CAN'T afford shoes for your kids."

Local 2-232 Reporter

April 2016, Volume 37, Issue 1

Local 2-232 United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

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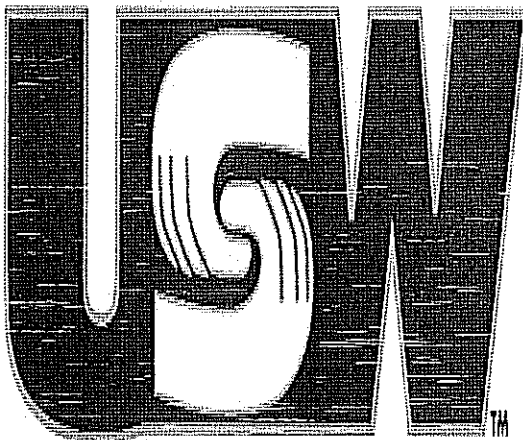
Website-www.pace7232.org

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

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UNITED STEELWORKERS



UNITY AND STRENGTH FOR WORKERS

Workers Memorial Day, April 28

World Movie Premiere: A Day's Work -- at American Postal Worker's Union, 6pm Brothers and Sisters, Friends of Labor,

Please join us on Workers Memorial Day as we remember those who have been lost or injured while working — and continue the fight for safe jobs.

When: Workers Memorial Day, April 28 - Thursday 5pm - 8.30pm

Where: Wisconsin Workers Memorial, Zeidler Union Square, 4th and Michigan, MKE 5:00 P

Guest Speakers: Milwaukee County District Attorney John Chisholm, Professional Fire Fighters of Wisconsin President Mahlon Mitchell, Milwaukee Building & Construction Trades Council President Dan Bukiewicz American Postal Workers Union (APWU), 417 N 3rd St, Milwaukee, WI 53203

Dinner 5:30 / Tribute & Program /

Exclusive movie showing: A Day's Work - Trailer https://vimeo.com/125719950 On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew the fight for safe jobs. This year we will come together to call for work in this country that is safe and healthy and pays fair wages. We will celebrate the victories won by working people and commit to fighting until all workers have safe jobs and the freedom to form unions without the threat of retaliation.

The Occupational Safety and Health Act and Mine Safety and Health Act promise workers the right to a safe job. Unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer, saved hundreds of thousands of lives and prevented millions of workplace injuries and illnesses.

But our work is not done. Many job hazards are unregulated and uncontrolled. Some employers cut corners

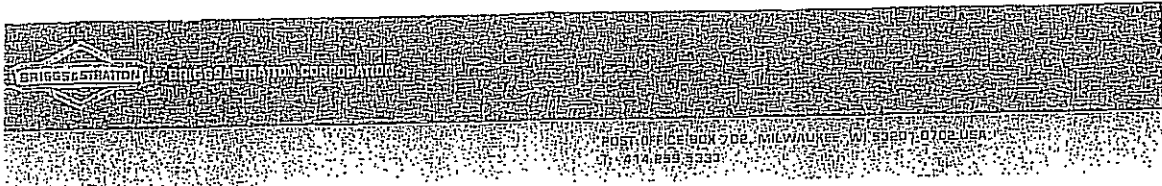
and violate the law, putting workers in serious danger and costing lives. Workers who report job hazards or job injuries are fired or disciplined. Employers contract out dangerous work to try to avoid responsibility. As a result, each year thousands of workers are killed and millions more injured or diseased because of their jobs.

Business groups have launched an all-out assault on working people, seeking to roll back existing protections and rights, and to block new safeguards. We have fought back, joining with worker centers, local activists and other partners to defend and advance these hard-won gains.

We hope to see you on April 28.

In Solidarity,

Sheila Cochran, Secretary-Treasurer / Chief Operating Officer and the Committee for Planning Workers Memorial Day, Milwaukee Area Labor Council, AFL-CIO



February 1, 2016

Dear Briggs & Stratton Employee:

This letter is to announce changes to the management and administration of the Briggs & Stratton disability and leave of absence programs as well as the tracking method for federal Family and Medical Leaves of Absence (FMLA).

Leave of Absence & Disability Management

In January 2015, Prudential Insurance began administering the Briggs & Stratton life insurance and long term disability plan for all employees and the short term disability plan for hourly employees.

As of April 1, 2016, Prudential will function as Briggs & Stratton's Leave of Absence and Disability Management Administrator (LOA/DM Administrator), for all short term disability/salary continuance benefits and leave of absence programs. The leave programs will include, but not be limited to, Family and Medical Leave, applicable state-based Family and Medical Leaves, military, personal medical and other personal leaves.

Beginning April 1, 2016, employees are to contact Prudential directly for disability benefits, leaves of absence of three (3) or more consecutive days as well as any intermittent FMLA. Employees are still required to be in regular contact with their Managers and Human Resources representatives regarding absences and related processes.

Employees who are on leave of absence and/or disability on April 1 need to contact Prudential directly as Prudential will be managing their leaves and disability benefits going forward.

Federal Family and Medical Leave of Absence (FMLA) Tracking Method Change

As of April 1, 2016, as part of the transition with Prudential, Briggs & Stratton will change the process used for tracking of federal Family and Medical Leaves of Absence (FMLA) to a 12-month rolling backward method. As a result, when an employee requests a leave with Prudential, Prudential will look backward through the 12 months prior to the absence to assess and determine the amount of time available for a qualified leave. This will change from the current January through December calendar method where January 1st of each year established the start of the benefit period which eligible employees were able to take qualified leave. (Federal FMLA eligibility continues to be based on hours worked in the 12-months prior to the absence.)

This change only applies to federal FMLA leaves and will not affect any state Family and Medical Leaves that have specific tracking requirements. For example, Wisconsin Family and Medical Leave usage will continue to be on a January through December calendar year method. (Wisconsin FMLA eligibility continues to be based on hours paid in the 52-weeks prior to the absence.) When applicable, FMLA and any available state leave will run concurrently.

More Information

More information regarding these changes will be forthcoming over the next couple of months. In the meantime, questions can be directed to the Benefits team at benefit.questions@basco.com.

Sincerely,

Ellen Vebber

Ellen Vebber, Senior Manager Employee Benefits