

REPORTER

UNITED STEELWORKERS LOCAL 2-232

President's Report by Jesse Edwards



At Strattec

Melvin Lurie Award

Strattec received the Melvin Lurie Award on September 23, 2013 from UW Milwaukee. The Melvin Lurie Labor Management-Cooperation Prize was established to commemorate Professor Melvin Lurie's efforts to foster cooperative relations between management and labor, efforts that culminated in the

initiation of the first Wisconsin State Conference on Labor Management Cooperation in 1987. The prize honors outstanding contributions to the promotion, creation or research of labor management cooperation.

With this award, a \$500.00 check is given to a charity of your choice and Strattec gave the check to Local 2-232, Community Service fund.

Mid Contract Change

The company is proposing a mid contract change. The company stated not enough employees are working on Saturday. They said the company is busy and some jobs need to run 7 days a week. The mid contract language change will be voted on by the employees.

Insurance

The insurance open enrollment period ended November 27, 2013.

EVA

On August 23, 2013, an EVA bonus was paid out to salary and union employees. They all received the same amount of more than 10% of your gross earnings during the EVA year. This is the third consecutive year our members received a payout.

Parking lot theft

There have been several reports of theft on the parking lot, with cars stolen or broken into. This happened on the East and West parking lots. The company is in the process of installing gates and you will use your badge to enter the parking lot.

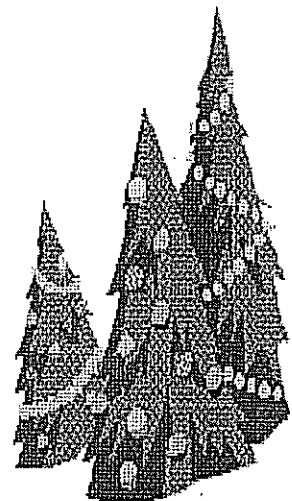
Business is Strong

The company said business is strong throughout Strattec. This includes the Attec, Die Cast, Punch Press and Machining.

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Special points of interest:

- **President's Report is the entire issue**
- **Strattec report is on page 1**
- **Briggs & Stratton report starts on page 2 and covers some of the language contained in the new contract**
- **SEIU Healthcare WI on page 3**



President's Report continued.....

At Briggs

Contract Finally Ratified

The bargaining committee started negotiating a new 4 year contract with Briggs & Stratton on June 24, 2013. The current contract expired July 31, 2013. The company scheduled one week to get the contract done. We didn't get it done in one week. After several meetings with the company, the contract proposal was voted on August 17, 2013 and the proposal was rejected 155 to 7 with one ballot voided. The bargaining committee went back to the table and continued to bargain. On October 6, 2013 another ratification meeting was held and the members voted and rejected the company proposal again. 109 accepted and 22 rejected with one voided ballot. Then, on October 30, 2013 another ratification meeting was held during working hours and the members were paid to attend the meeting. After many questions and comments, a vote was taken and the contract was accepted 268 to 82 with five ballots void.

Note: Based on feedback from the members, they didn't want to go on strike at that time and with improvements made in language, they accepted the company offer.

Insurance

The insurance open enrollment period ended November 15, 2013.

Discharges/ Attendance policy

There are 4 members discharged at this time and three

are for attendance. The attendance policy is a no fault system. If you reach 8.0 points you are subject to discharge.

Tardy or leaving early less than 1 hour = 1/3 point. If you are tardy or leaving early, less than 1 hour, more than 8 times in any twelve month period = 2/3 point for each tardy or leave early.

If you are tardy or leaving early more than 1 hour but less than 4 hours = 2/3 points.

If you are tardy or leaving early, more than 4 hours - 1.0 point.

New language - If you are unable to report for work. You have to call the ACTT System, 30 minutes prior to your start time. If you fail to call the ACTT System 30 minutes prior to your start time = 1/3 point.

Consecutive days off for the same verified illness is considered on an incident basis rather than a daily basis. Non-consecutive days off for the same verified illness will also be considered on an incident basis rather than a daily basis, provided that the employee has not returned to work for more than two (2) days.

An employee who accumulates eight (8) or more points is subject to discharge.

An employee who accumulates 3 final warning in 18 month or 548 days of active employment is subject to discharge.

New language - Attendance warnings will be issued in a reasonable and prompt man-

ner.

If you have any questions about the attendance policy, see your steward or grievance representative.

New contract language changes

- 1) Pay union dues after 90 days.
- 2) Less than one year seniority, get an extra attendance point.
- 3) Attendance warning will be issued with reasonable promptness.
- 4) 3, third written warnings in 18 months will change to 548 days after Kronos is implemented.
- 5) Twelve month calendar, change to 365 days after Kronos is implemented.
- 6) You must call in 30 minutes before your start time.
- 7) End products departments starting time can change to within 2 hours of the regular start time when overtime is schedule.
- 8) 18 mandatory Saturdays.
- 9) Job preference eliminated January 1, 2017.
- 10) Maintenance department's employees can volunteer to work a 2.0 hour shift on the weekend or holidays.
- 11) Lump sum vacation payout in June is changed to; vacation will be paid when you take it. You will receive the balance of vacation pay the following May.
- 12) Supervisor name change to Group Lead.
- 13) The \$11.91 base rate will be adjusted based on the general wage increase. The \$1.00 will not get the general wage increase.

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President's Report continued.....

14) When you transfer to a higher rated job or from production work to day work or a different job in the same labor grade, there will be no reduction in pay.

15) Employees will be paid on a bi-weekly basis.

16) Life Insurance, if you are active, will be 2 X your annualized base pay as of September 1st.

17) Disability benefits will be payable beginning with the 8th day of disability.

18) Employees hired before 1/1/02 shall be eligible for the same health benefits as retiring Milwaukee-based salaried employees, with the same cost sharing for the lesser of 5 years or the attainment of age 65.

19) The pension plan will be frozen December 31, 2013.

20) 401(K) The Company will make a matching contribution 100% up to the first 2% and 50% of the next 4 % of eligible employee wages contributed. New employees will be automatically enrolled at a 3% pre-tax contribution of pay level unless they decline to participate or elect a different contribution level.

21) The union and company have agreed to meet to discuss replacing the current EVA plan. We met on November 18, 2013 and are schedule to meet on December 5, 2013 and December 11, 2013.

These things will be implemented when Kronos, the new timekeeping system is ready.

➤ Article V - Attendance policy changes relating to the change to a 365 day rolling calendar.

➤ Article VI, Section 6 – Holiday pay at hourly rate

➤ Article VII, Section 1 – Vacation pay at hourly rate

➤ Article XIII, Section 12 – Bi-weekly payroll

➤ Change in method of calculating union dues

End products/Layoffs

In the Home Stand by Division, work is slow. The production run rate has dropped to 65 per day. At this time, some employees were laid-off and some employees are being daily transferred.

SEIU

Negotiations started on November 22, 2013. The contract expires December 31, 2013.

Also at SEIU, a grievance has been recommended for arbitration.

International Election

This is the year for the International elections and nominations were held at the September membership meeting. The elections were held November 26, 2013 for all international officers. In our district, which is District 2, representing Wisconsin and Michigan, the incumbent was unopposed therefore there was not an election in District 2.

Palermo Workers Union

The PWU and Palermo Villa Inc. have negotiated a settlement agreement related to charges that the company repeatedly violated workers freedoms and illegally fired employees.

As a result of the agreement, four workers returned to their jobs in August, and seven workers received a total of more than \$106,000 in back pay.

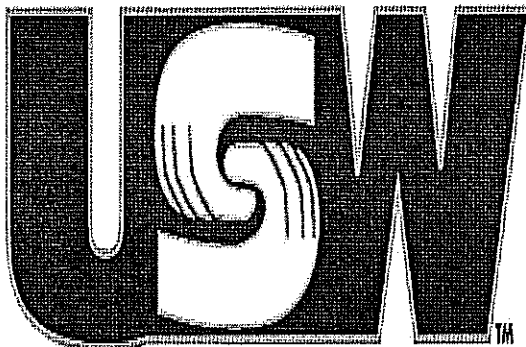
Local 2-232 supports the Palermo Workers Union.

Ratification meeting

At the ratification meeting held on October 30, 2013, many members expressed their dissatisfaction with the union. A membership meeting was held on November 24, 2013 and not one of you was there. You are the union and the company knows you don't attend meetings. The majority of the members didn't vote at the August 17, 2013 ratification meeting and the majority of members didn't vote at the October 6, 2013 ratification meeting.

When the company agreed to pay loss time to attend the ratification meeting held on October 30, 2013 the majority of the members came. After the tension, disrespect and comments, the contract still passed by 70% of the members present. The union is only as strong as the members. Unions are the only avenue for workers to have a collective bargaining agreement. Without a collective bargaining agreement, employees have almost no rights on the job. Employers can make up work rules and arbitrarily decide on disciplinary procedures as they go along. A non-union employer can fire an employee without just cause. Collective bargaining agreements are legally enforceable contracts holding employers and employees to mutually agreed-to workplace rules and processes. They are intended to provide a fair and just workplace by clarifying and outlining clear expectations for employees.

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UNITY AND STRENGTH FOR WORKERS

President's Report continued

While, of course, numerous worker protection laws are on the books, laws that unions fought hard to get, they're only useful when enforced. Unions watch out for workers to ensure that their rights are protected and provide the technical expertise needed to see through enforcement.

Next membership meeting

The next membership meeting will be held January 19, 2014, at Yatchak Hall, 633 S. Hawley Rd., Milwaukee WI.

Bereavement

If you have bereavement during the Christmas holiday, you have to take it immediately after the

holiday period. You can't punch in at work and then take bereavement. If you punch in, you will forfeit your bereavement leave. If you are eligible for one day or three days, you only have to call once.

Merry Christmas

I would like to wish all of Local 2-232 members a Merry Christmas and Happy New Year!

In Solidarity

President,

Jesse Edwards

Local 2-232 Reporter

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

Representing employees of Briggs&Stratton Corp., Strattec Security Corp. and SEIU Healthcare WI, Office 633 S. Hawley Road Suite 116

Phone 414-257-1041 Fax 414-257-1213

Email-office@pace7232.org

Website-www.pace7232.org

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

Editor: Ralph Schwieger

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USW Local 2-232 Legal Assistance

Do you have questions or problems facing you or your family? Have you suffered a major personal injury? If you have, or if you have any other legal problem, Local 2-232 is providing free legal consultations with lawyers from the law firm of Previand, Goldberg, Uelmen, Gratz, Miller & Brueggeman.

Take advantage of their free advice.

Milwaukee 414-271-4500

Waukesha 262-549-6300