

REPORTER

UNITED STEELWORKERS LOCAL 2-232

President's Report By Jesse Edwards

At Strattec

Mid Contract Change

The company and the Union Bargaining Committee have agreed to a mid contract change. The company added 2 no fault/no pay days per calendar year, for the purpose of taking your colonoscopy or mammogram test. You have to notify your work group leader at least 2 weeks prior to your appointment. No fault/no pay days will be approved by the work group leader on a first come, first serve basis. However, vacation requests will

take priority over no fault/no pay days. The intent of this change is to take effect February 18, 2013. The company also stated this idea came from the Wellness Committee.

WRTP/BIG STEP

Strattec met with the representative from the WRTP/BIG STEP Program on February 14, 2013. WRTP/BIG STEP is an organization dedicated to family-supporting jobs. Some of the services offered are help with testing, training or career assessment. They help connect community residents to careers in Manufac-

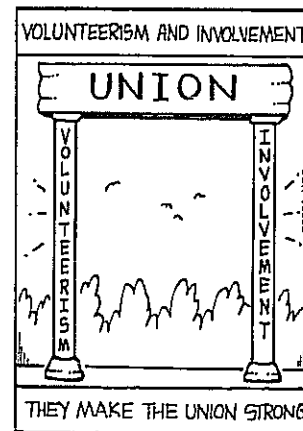
turing and Construction. If you need more information, see your Grievance Representative or contact the Union office [414-257-1041](tel:414-257-1041).

Career Development

Strattec is offering a Career Development Training Program on site at the Strattec plant. The classes will be held on Saturdays in 4 hour increments. They start March 2, 2013 and end May 4, 2013.

State of the Business

The state of the business meeting was held February 15, 2013. Some of the **continued on Page 2**



Special points of interest:

- President' Report
- Strattec Report by Grievance Representative, Diane Neely on page 3
- Membership Meeting Re-cap on the back page.

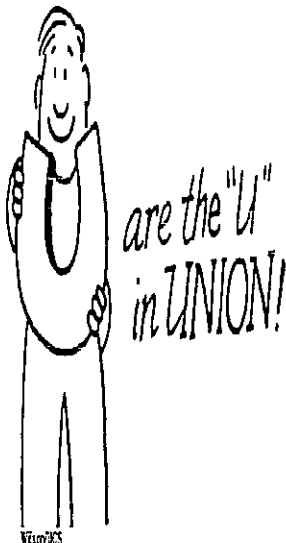
USW Celebrates Black History Month by Commemorating the 150th Anniversary of the Emancipation Proclamation

Issued almost two years into the Civil War on January 1, 1863 by President Abraham Lincoln, the Emancipation Proclamation authorized the Union army to recruit black soldiers and it declared that all slaves in the rebel states of the Confederacy "are, and

henceforward shall be free." (Pittsburgh) -- Issued almost two years into the Civil War on January 1, 1863 by President Abraham Lincoln, the Emancipation Proclamation authorized the Union army to recruit black soldiers and it declared

that all slaves in the rebel states of the Confederacy "are, and henceforward shall be free." The Proclamation did not apply to slaves in Delaware, Kentucky, Maryland and Missouri, the border slave states that remained within the Union and were not in rebel-

lion. Full emancipation would come almost three years later after separate state actions and the ratification of the Thirteenth Amendment, which made slavery illegal everywhere in the United States. Frederick Douglass, an escaped slave and leader **continued on Page 3**



In our glorious fight for civil rights, we must guard against being fooled by false slogans, as 'right-to-work.' It provides no 'rights' and no 'works.' Its purpose is to destroy labor unions and the freedom of collective bargaining... We demand this fraud be stopped.--
Martin Luther King, Jr.

President's Report continued....

information shared was the company is looking to expand the China business. This would include making hinges for cars and trucks in China. The company plans to add 2 die casting machines to the China plant. They said the paint line is improving and making progress and the stockholders shares are up 20%.

At Briggs

Arbitration

On January 4, 2013, the Union arbitrated a grievance. The Union is disputing how the 2% pay increase was applied for new production workers hired after August 1, 2006. At this time we are waiting for a decision. The Union also has another grievance going to arbitration. The member was taken off the job and was transferred to a job paying less money.

M/F Productivity Reward

At the Menomonee Falls plant, the company changed the productivity reward program without bargaining with the Union. The Union was invited to a meeting held on January 23rd. and told the company will implement the new productivity rewards program on January 28, 2013. The Union wrote a grievance on February

1, 2013, because the company violated the Plan Agreement and the language that allows the company and the Bargaining Committee to make mid contract changes. After the grievance was written the company agreed to meet and discuss changing the Plan. However we don't have any meetings scheduled at this time.

HSB/Job Upgrade

The union and company have agreed to upgrade the labor grade 18 test and repair job. The new job description will be a labor grade 15, Customer Return Technician.

FYI, Advanced Steelworkers Steward Training

Steward training classes will be held on Saturday March 2nd and March 16th, 2013, from 9:00 a.m. to 4:00 p.m. The classes will be held at the USW Local 1114 union hall located at 4621 W. National Ave, West Milwaukee. The phone number is 414-383-0588. The enrollment deadline is February 22, 2013 and the cost is \$75.00 for the two days. I encourage anyone who wants to be an officer of the union to take these classes. Also, I am encouraging all USW Local 2-232 Stewards to attend this important training session.

American Rights at Work

If you never been in a union, chances are the concept is pretty foreign. When it comes to understanding unions, collective bargaining, and labor laws, the technical jargon can get really confusing, not to mention all of the misinformation about unions that's regularly spread around.

What's a union?

- ✓ A union simply refers to an organization of two or more employees who band together as a single entity to address hours, pay, and working conditions with the employer.
- ✓ Union are democratic institutions with leadership at the national, regional, and local levels elected by members. Like democratic nations, the union is guided by constitutions that were drafted and ratified by their members. The constitutions formalize policies to govern how a union operates, detailing everything from leadership compensation to process for settling internal disagreement.

In Solidarity,
 President,
 Jesse Edwards

Inside Story Headline USW Celebrates Black History Month by Commemorating the 150th Anniversary of the Emancipation Proclamation..... continued from Page 1

of the abolitionist movement, repeatedly called for the liberation and arming of slaves, insisting from the outset, "The Negro is the key of the situation – the pivot upon which the whole rebellion turns."

Following the issuance of the Proclamation, Douglass and others began in earnest to recruit African Americans to be Union soldiers to stand

alongside Union troops. They ultimately helped to weaken the Confederate rebellion.

Their courage in battle and contributions to the Union's ultimate victory greatly influenced the nation to adopt the 13th Amendment to the Constitution in December 1865.

The USW honors these sol-

diers and their fight for freedom as we celebrate Black History Month in 2013.

The USW represents about 850,000 workers in the U.S., Canada and the Caribbean in a variety of industries, from glassmaking to mining, paper, steel, tire and rubber to the public sector, service and health care.

Strattec Report by Diane Neely

Happy New Year!

Many of you may not be aware but Strattec is still hiring for Set Up in Stamping and Milling and also for the Layout/Metrology Lab. These positions are on 2nd shift. Anyone interested in taking the test for these positions, please contact Sigrida Staks in Human Resources Department.

Some associates here had some concerns about the air quality back by the Rosler. There was a study done and I finally received a copy of the report. According to it the study, the air quality was well within OSHA guide lines.

Last year the Union was approach by some of our Union Brothers and Sis-

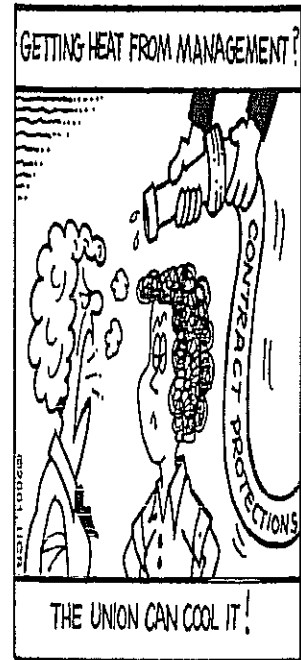
ter's about Strattec offering some training to help them better themselves here. The Union presented this to the Company and they agreed. A survey was done and the results are in. Strattec has reached out to MATC for some assistance and with their help, a plan was devised and to our advantage, Strattec will be offering classes on Saturdays free of charge, beginning in March 2013 and ending in May 2013. The classes will be in excess of 40-hours total, at 4 hours per session. All associates would need to sign up ahead of time and complete a "Career Development" form, located in Human Resources.

I'm sure by now, that everyone has heard that Dean Orley will be retiring

and that Strattec has hired a young lady by the name of Bozena "Bo" Andric. Her first day at Strattec, was on Monday January 14, 2013. She comes from Patrick Cudahy and has experience working in a union shop. As time goes on, she will be coming out on the plant floor and introducing herself to you so that she may get a chance to know you and you will have the opportunity of getting to know her as well.

Strattec held its monthly Business Update meeting and we were informed that the EVA payout is looking good this year let's keep up the trend by keeping scrap down and EVA up.

In Solidarity
Diane Neely Gr. Rep.



If I went to work in a factory the first thing I'd do is join a union.

Franklin D. Roosevelt

(1882-1945)
Thirty-second President of the USA.

**United Steelworkers Local
2-232
633 S. Hawley Road Suite 116
Milwaukee WI 53214**

**Phone: 414-257-1041
Fax: 414-257-1213**

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 Previant, Goldberg, Uelmen, Gratz, Miller & Brueggeman.

Milwaukee 414-271-4500

Waukesha 262-549-6300

Local 2-232 Reporter

February 2013 Volume 34, Issue 1

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

Representing employees of Briggs&Stratton Corp. and 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

Hours 7:00am – 4:00pm

Monday through Friday

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

Editor: Ralph Schwieger

Officers: President: Jesse Edwards Vice President: Yolanda Turner
Secretary-Treasurer: Ralph Schwieger Recording Secretary: Gloria Smith
Trustees: Chuck Porter, Joseph Westmoreland, Shavontae Lockett
Sergeant at Arms: Dackpin Yang Guide:Denni Walczyk
Briggs Bargaining Committee: Jesse Edwards, Erica Jackson, Stanley Quezaira, Eric McCrory
Strattec Bargaining Committee: Jesse Edwards, Diane Neely, Al Belanger, Aurelio Mesa

Membership Meeting Re-cap

The membership meeting was held on Sunday, January 20, 2013 at Yatchak Hall 633 S. Hawley Road. The meeting started promptly at 9:30 am. Vice President Yolanda Turner presided over the meeting.

The Executive Board recommended and a motion was passed to send Ralph Schwieger to The Financial officers LM,990 and 990EZ Review.

The membership approved a motion to pay the International Union an additional \$200.00 for classes that was previously approved by membership. However the International Union waived the \$200.00.

The Trustee Report was given by Shavontae Lockett for the months of November and De-

ember of 2012.

The Financial Secretary Treasurer Report was given by Ralph Schwieger for the months of November and December 2012.

At the membership meeting, 30 new members were added to the roster. Two members were sworn in by Vice President Yolanda Turner. We took up a collection for our President Jesse Edwards who was out sick, along with a get well card.

At Strattec, Diane Neely reported on The Industrial Hygiene Survey that was performed on December 4, 2012. According to OSHA the exposure limits were well within the range of limit expectancy. They stated how the air samples taken were lower than samples

done in 2009.

We have a new HR Generalist. Her name is Bozena Ardric. We welcome her at Strattec.

The highboy wheels are being corrected. The spinner basket load size has been split in half to correct proper and safer functioning.

The speed on the Dich line is now slower due to a new controller.

At the Falls, Erica Jackson reported that the company will be adding a temporary 3rd shift as of January 28, 2013.

In Solidarity,
Gloria Smith-Recording Sec.