

REPORTER



OFFICIAL PUBLICATION OF USW LOCAL 2-232

VOLUME 27, NO.1

JANUARY 2006

Winklbauer, Schwieger, Burmester, Curro, Nowak and Olivares Unopposed; Karen Clark elected Recording Secretary General Election to be held March 3rd

Nominations were taken at the January membership meeting for all Executive Board positions (excluding Trustee at large) and for the two Strattec Bargaining Committee positions.

For President, incumbent Scott Godshaw and Bill Vian were nominated. For Vice President, incumbent Fred Schmidt chose not to run as he will be retiring this year. Nominated for Vice President were Ron Bober, steward from department 735 and Al Evseichik, chief steward from Strattec. Nominated for Sergeant at arms were incumbent Dennis Clark and Chuck Porter.

Incumbents Financial Secretary Treasurer Ross Winklbauer, Strattec Trustee Ralph Schwieger, Briggs Trustee Betty Burmester, Guide Debbie Curro and incumbent Strattec Bargaining Committee mem-

bers Dennis Nowak and Al Olivares were all unopposed.

Incumbent Recording Secretary Tom Bishanell chose not to run as he will be retiring this year. Tom will stay on as our Union compensation analyst until his retirement. Karen Clark, assembler from the department 472, was nominated and unopposed for Recording Secretary and will assume the duties of this office in March.

Since there were only 2 people nominated for the challenged positions, a primary will not be needed. The general election will take place on Friday March 3, 2006 at the polling places listed below. Bios and photos of the candidates are on page 2 of this *Reporter*. You must be a Union member as of March 3, 2006 in order to vote in this election.

March Membership Meeting

**Sunday
March 19, 2006
9:30 a.m.**

**Frank Monreal's El Matador
9155 W. Bluemound Rd.**

IMPORTANT BUSINESS

- Reports of Officers, Grievance Representatives and Committees
- Discussion and action on any other proper business for this meeting.

NOTICE:

**The General Election for
President, Vice President and
Sergeant at Arms will be held
on Friday March 3, 2006**

Location and times:

- Strattec Cafeteria 5:00 a.m. to 7:30 a.m. and 1:30 p.m. to 3:30 p.m.
- Burleigh Plant South Cafeteria and Column A39 on North End 5:00 a.m. to 7:30 a.m. and 1:30 p.m. to 4:00 p.m.
- Menomonee Falls Plant 5:30 a.m. to 7:00 a.m. and 1:30 p.m. to 4:00 p.m.
- Local 2-232 Union Office 8500 W. Capitol Dr. 10:00 a.m. to 4:00 p.m.

President



Scott E. Godshaw

Current President,
Recording Secretary
1997-2003, Gr. Rep-
1994-1997; Alt. Gr. Rep.
1988-1994; Steward
Dept. 188-1991-1994;
Steward -Dept. 194-
1987-1989; Commitees:
One-on-One (co-ordina-
tor), Election and Safety;
AIW International
Convention Delegate-
1993, UPIU
International Convention
Delegate-1996, Special
UPIU Merger
Convention Delegate-
1999, Special PACE-
USWA Merger Delegate
2005, PACE
International Convention
Delegate-2003; Wisc.
AFL-CIO State
Convention Delegate-
1996, 2000, 2002, 2004 .
School for Workers
Classes in Madison:
Worker Comp, Time
Study & Work
Measurement, and Job
Evaluation; Numerous
other schools and
Bargaining
Conferences;. Current
Editor of Local 2-232
Reporter and responsible
for Website and layout
of paper and Current
Delegate Milwaukee
County Labor Council



William Vian

Alternate Grievance
Representative;
Grievance
Representative, Steward;
Alternate Steward,
Delegate to the
International
Convention, Chairperson
of Sports Committee,
Bargaining Committee



Ron Bober

Current Steward Dept.
735 Tool Room
Has completed instruc-
tion course in Steward
Training at MATC-
University of
Wisconsin- Extension
School for Workers



Allen Evseichik

Current Steward
Dept.71
Current Strattec Chief
Steward

Sergeant at Arms



Dennis Clark

3rd Shift Grievance Rep
Dept.100 Steward
Alt. Grievance Rep-3rd
Shift
Steward Dept.700
Sergeant at Arms



Chuck Porter

Steward Dept.135 (86-
88) PIC Committee,
Skilled Trades
Committee



Union Dues Paid for 2005	
Briggs	\$37.63 X 8 months = \$301.04
	\$40.69 X 4 months = \$162.76
	Total = \$463.80
Strattec	\$37.44 X 8 months=\$299.52
	\$39.42 X 4 months=\$157.68
	Total = \$457.20

Strattec Corner

by Al Olivares

Happy New Year! Ah yes, another fresh start of the year at the ever popular Strattec de Milwaukee.

Well, where do I start? Okay, the contract has gone through its' final proofreading process and at the time of writing this article, we are about to put our signatures on the draft that will be sent to the printer. I understand that many of you are curious as to what is taking so freakin' long to get it done and in your hands. Let me try to break it down for you. Contrary to popular belief, when we are done and the contract is ratified, it does **not** automatically get taken to the printer. The task of proofreading now comes into play. This is a tedious but extremely necessary task. Not only to insure that all negotiated language is in place but also to insure that certain language does not accidentally get overlooked and missed by the company. In our current situation, that is exactly what happened on various occasions upon receiving the so-called "final drafts" from the company. Due to these oversights and schedule conflicts, the process was somewhat drawn out. I am sorry it is taking so long, however, it is necessary to insure our contractual rights.

As far as ongoings in the plant, there are a few issues. I will start with the voluntary layoff in Die Cast prior to the holidays. We were informed by the company that this was necessary due to a lull in the schedule. The company did continue to cross train more senior employees that needed it and also train newly hired employees during this time frame. Finally, they start to listen. (hehehe)

As far as the January 2nd layoff, many members approached me and asked why the Union would argue an extra "supposed" day off. By all means, let me explain. First off, the companys' actions on January 2, 2006 were a blatant contract violation. Second, in the past, the company and the Union had sat down and had discussions that led to mid-contract changes that gave restricted latitude to do similar actions in past years when necessary. These mid-contract changes spoke to specific dates and do not pertain to January 2, 2006. Finally, the Union persisted in discussions that the company accomodate those employees who wanted to return to work on the contractual return date, with some kind of duties in the facility. This attempt, unfortunately, fell on deaf ears. We are now addressing this issue through the grievance procedure. As of January 9, 2006, all employees were called back from layoff and are now back working in the plant. With that being said, the company now posted an indefinite voluntary layoff for one toolmaker working in Department 51. It is unfortunate that even one individual has to be laid off. My opinion is there is still a necessary value for all our staff in the tool room and not to trim their ranks any further. As a Die Cast set-up man, I know first hand the need for a properly staffed toolroom. You guys are doing a great job despite

Grievance Rep Reports

Strattec Security

by Karl Schneider

2005 Community Services Holiday Collection

This year's holiday collection from the bucket drops on December 9th and 16th totaled \$344.95. The Wellness Committee donated proceeds from their sales of pumpkins and caramel apples in the amount of \$430.20 for a total of \$775.15. Harry Stratton matched \$775 for a grand total of \$1,550.15!

Also donated were new toys and gently used clothing.

I would like to thank the Wellness Committee for considering Community Services, Shari Anhold for choosing Community Services as the recipient of this year's toy drive. Also thanks to all the volunteers that helped make this a success.

And most importantly THANK YOU to everyone that donated. We could not have done it without you! It has been a truly trying year. It seemed like every other week brought a different collection or cause with each being worthy as the next. Hopefully, 2006 will not have as many needs. Once again a heartfelt thank you and I trust you and your families had a very Merry Christmas

Sincerely,
Karl Schneider
Grievance Representative

the company putting the screws to you. Keep up the good work in the face of disparity. That goes for all of us actually as well. We need to keep our heads high as we travel into the future. We all see what's going on around us globally, with "crap" legislation that empowers a foreign market while impoverishing our market shares and competitiveness. Add that to relentless corporate greed that does not care if we live or die. I know that it sounds harsh, but hey, it's the truth. Now I know that the company will read that and think I am talking about them. I want to tell you I am talking about corporate greed throughout the United States of America, not specific to anyone. However, if you feel guilty ... I guess that is on you.

Till the next time brothers and sisters.

This is an editorial article based on the opinion and thoughts of its author and do not reflect the thoughts or opinions of U.S.W. Local 2-232. This is still America and I have a right to my proud, blue collar, fair, labor minded opinion.

Best Wishes
Big Al Olivares

Membership Meeting Recap

by Tom Bishanell

The membership meeting was held on December 5, 2005 at Frank Monreal's El Matador at 9:30 a.m. President Scott Godshaw presided over the meeting.

Under application for membership, ten new members were voted in. New member Loren Frye was present to take the oath of membership.

Ralph Schwieger gave the Trustee's report for the months of August, September, and October. Ross Winklbauer gave a combined report for August and September. He also gave October's report and made note that we had 872 dues paying members at Briggs and 262 members at Strattec.

Communications

The Wisconsin Labor History Society once again is offering cash prizes to high school students for 750 word essays on "Why Unions are important to my family and community."

Governor Jim Doyle and Lt. Governor Barbara Lawton are having a rally to kick off their grass roots 2006 campaign and need your help to build toward a victory. It will be held December 8, 2005 from 5:00 p.m. to 7:00 p.m. at Historic Turner Restaurant.

The Hunger Task Force sent a thank you letter for our \$100 donation.

The Executive Board Recommended the following motions that passed:

- Send \$100.00 to the Wisconsin Labor History Society to renew our membership.
- Send \$110.00 to the Milwaukee Labor Press to place our annual holiday ad to express best wishes for the holiday season.
- Send \$250.00 to the Briggs & Stratton Retirement Club for their holiday party.
- Send \$100.00 to the Strattec Good Timers Club for their holiday party.
- Send a \$150.00 gas card to Dolores Higgins in appreciation for all she does for our members.

Reports of Officers

President Godshaw reported that Briggs sent a message that the Motorsports jobs would both become salaried. The union will fight this. He also reported that the new contract saved six janitorial jobs where our members clean the bathrooms in the shop, rather than outsourcing that work.

Roughly 100 members were retiring at the end of this year and Scott noted that we are still experiencing problems with Mercer.

The insurance packets for retirees should have gone out this past week. Because of their tardiness, the Briggs benefit department will accept them as long as they arrive in December. The Productivity Reward will be distributed on December 14th.

Recently we received the proof copy of the contract from Briggs and it will be proof read in December.

Scott said at Strattec we have received the fifth "final proof" document for the contract and it will again be proof read soon for approval for printing.

We are experiencing problems in our Service Department at Strattec that are being rectified. Karl had thoughts of resigning his position, but Godshaw was glad to say he will remain on as the grievance rep.

Scott ended by telling members that at the January membership meeting, nominations will be taken for all Executive Board positions except Trustee at Large. There will also be nominations for the two Strattec Bargaining Committee positions.

Jesse Edwards reported that in the Die Cast division W.A.R.N. notices were sent out for this month, but no layoffs were expected. He said Model 20's were hot and production would increase to 3,800 a day in January.

In the test house, the Labor Grade 17's were moved to Labor Grade 16 and with special meetings; the Union was successful in getting the members moved position.

In the Coil Department, Edwards informed us that even though production was busy, there would be a reduction of some jobs, most notably, the fine winders.

He ended by reminding members that if they had bereavement during the holiday, not to punch in on January 2nd but to call in the amount of days.

Greg Weber reported that the South End business was very strong and the company was back-filling for the people retiring.

Menomonee Falls was moving to the new facility in 6 phases and it should be completed in the middle of May with packaging done in mid June.

Greg ended by stating Briggs has rented another warehouse and the micro line run rate will increase from 250 to 500 engines per day.

Karl reported that at Strattec 12 new employees were hired since late July and members had been asking about the possibility of any layoffs. He said the schedule looked soft for the month and the Service Department has cancelled their overtime.

Bereavement at Strattec during the holiday is the same procedure as that at Briggs.

Schneider ended by saying he had been planning on resigning, but the jobs that were in jeopardy in the Service Division were most important. Kathy Scherbarth was happy with the turn around she was seeing.

Ross Winklbauer told members he had guest passes for anyone interested in the Serb Hall program for the MCLC push to get the NLRB to recognize Union card check organizing.

The next membership meeting will be held on Sunday, January 15, 2006, at Frank Monreal's El Matador, 9155 W. Bluemound Road at 9:30 a.m.

Grievance Rep Reports

Briggs & Stratton Second Shift

by Jesse Edwards

Service Division

Department 472 at the service division has been running a 2 shift operation, but as of January 2, 2006 they added 8 members on 3rd. shift. The company stated that by adding a 3rd. shift, it would help with the move from the Harley Davidson building into their new home.

Micro Line

The micro line increased their production to 500 engines per day as of January 2, 2006. With this increase in production, the company has added 1 L.G. 13 setup and 13 production workers. They expect the 500 run rate to last until June.

Coils

The company is in the process of hiring production workers for the Coil department {797}. If anybody is interested in working in this department they should put their transfer in. The company will be calling back retirees to perform these jobs while they are trying to hire people. At this time the Coil department is running three 8 hour shifts on the Dual stator Lines. All the other areas are working 9 hour shifts.

Die Cast

The WARN notice that was issued for Die Cast effective in February will not take place at this time due to transfers. The department will be short of people. Some of the jobs that were scheduled to be moved out by now are still here, however according to management they plan to make this time up and be moved out by July 2006.

Prescriptions

Walgreens has been added to the Express Scripts Network. All members who have Express Scripts can go to Walgreens to fill their prescription, according to the Insurance department.

H.R.A.

All members who are eligible for a Health Risk Assessment check will receive their money on the January 26, 2006 check.

In Solidarity,
Jesse Edwards

Briggs & Stratton First & Third Shift

by Mike Merrill & Greg Weber

Job Postings

A lot of job postings went up for a few areas in the plant. If you are looking for a different job, or a more higher paying job, please check out the postings and then see Laura Flees.

Wellness Committee

The Wellness Committee is having a seminar on February 15, 2006 which is coordinated by Michelle Lange who operates the fitness center for Quad Med. February is Heart Health Month. If your interested in learning about the anatomy of the heart, what stents are, by-pass surgery, angioplasty and EKG's, you don't want to miss this months seminar. Do you know why exercise is good for the heart or why stress in your life isn't? Why should you exercise 30 minutes a day 3 times a week? Why you should know your family's health history? Well now is the time to get involved and learn what you can do to make yourself more informed about your health or your families health. The seminar is February 15, 2006 from 1:00p.m. to 2:00p.m. at the meeting room next to the cafeteria, and at 4:30p.m. to 5:30 p.m. at the Corporate Board Room in the COB building. So if you are interested in a healthy heart for you and your family, be there.

Membership Information

December 2005

1243 Members in Good Standing

956 in Briggs & Stratton Unit

287 in Strattec Unit

December Dues Payments

861 Dues Paying Members at Briggs

268 Dues Paying members at Strattec

1129 Total Dues Paying Members

(Difference reflects members off work
for lay-off, illness or other reasons)

UPCOMING EVENTS

January 16- Martin Luther King Day



February 14- St. Valentine's Day



February 20- President's Day



March 3- General Election

March 17- St. Patrick's Day



March 19- Membership Meeting

LOCAL 2-232 REPORTER

January 2006

Volume 27, 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.

Office 8500 W. Capitol Dr.

Phone 414-463-7425 Fax 414-463-7638

e-mail -office@pace7232.org Website- www.pace7232.org

Hours 7:00a.m.- 4:00p.m. Monday through Friday

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

Editors: Scott Godshaw, Ross Winklbauer, Al Olivares
Officers: President: Scott Godshaw Vice President: Fred
Schmidt, Secretary-Treasurer: Ross Winklbauer Sr.
Recording Secretary: Tom Bishanell, Trustees: Ralph
Schwieger, Vicky Black, Betty Burmester Guide: Debbie
Curro, Sergeant at Arms: Dennis Clark.
Briggs Bargaining Committee: Scott Godshaw, Mike Merrill,
Greg Weber, Jesse Edwards, Tom Bishanell
Strattec Bargaining Committee: Scott Godshaw, Karl
Schneider, Dennis Nowak, Al Olivares

President's Report by Scott Godshaw

A New Year Begins

Happy New Year! 2006, where has the time gone? At Briggs we had nearly 90 people retire on January 1st and the retiree notices are slowly coming in already for July 1st of this year.

With two ratified contracts in 2005 at both companies, Strattec and Briggs, we can only remain optimistic this year and for the near future, but certainly many questions remain at both companies.

How will the expected retirees affect Briggs' business in Milwaukee and how will the continued decline of the domestic automobile industry affect Strattec's business?

Are there simple answers to either of these questions? Absolutely not. At least not without a crystal ball. But the only answer I can supply is we, the members, will continue to do the best job that we know how to do. We are only as good as the tools we are supplied, along with that and our experience and vast knowledge of our jobs, we will continue turning out high quality parts as always.

This local and this membership will survive as we always have in the past.

Thank you

I would personally like to thank Vice President Fred Schmidt and Recording Secretary Tom Bishanell, who chose not to run due to their retiring this year, for their time and effort spent as representatives of this Union.

Retirement

At Briggs if you plan on retiring on July 1, 2006, you need to have your intent to retire letter signed and in by February 28, 2006. **If it is not received by then you could be in jeopardy of losing your \$21,000. So don't delay, send it in ASAP.**

Strattec Retirement Club

The Strattec Retirement Club would like to thank Local 2-232 and the company for their support for our fourth annual Christmas celebration. Our luncheon was held on Saturday December 17, 2005 at Alioto's Restaurant on Hwy.100 and Burleigh. This year was the best of all as 113 guests had attended the party.

If any of the Strattec retirees would like to join our club, please call Emma Evans, President at 414-445-2727 or Naomi Robinson, Secretary at 414-536-8271.

Thank you
Happy New Year
Naomi Robinson

Briggs Retiree Club

Time to write my first letter of the new year. I hope you all had a chance to read a copy of the Reporter. It is on the internet on the Local's website www.pace7232.org or you can always pick one up at the Union office 8500 W. Capitol Dr. We will also have copies at our meetings.

We want to thank Briggs & Stratton for their yearly help. And special thanks also to Local 2-232 for their donation to our Christmas party and for allowing us to put our write up in the Reporter. Thanks so much.

Remember you must be a paid up member to attend any of our events. Dues are \$24 a year. Our Financial Secretary, Erma Gorecki, will be gone until May. During this time, you can pay your dues to our Vice President Dolores Higgins at our meetings.

All you new and old retirees, come and join our club. You will see some old friends and certainly make some new ones. You will be glad you joined.

Our first event of the year was Wednesday January 11th. As always we had free bingo at noon and the doors opened at 11a.m.

On January 18th, we will have our meeting, starting at noon. Please bring your birthday or anniversary treats at this time.

All of our functions are held at the American Legion Post #449 located at 3245 N. 124th St.

Door prizes are also given away at our meetings. To be eligible for a door prize, you must give a \$5 donation once a year by January.

Sheepshead is played every Tuesday at the Post at 12 noon. Prizes are given out at each table.

Our get well wishes go out to Dawn Johnson, John Malkewski and Wilfred Bingham.

Also our sympathy goes out to the family of Fanny Holland, who recently passed away.

Once again, you can receive a Reporter at our meetings or go on the internet at www.pace7232.org or just pick one up at the Union office.

Until next time, take care, stay healthy and God Bless. Hope to see you at all of our 2006 events.

Frances P. Capello,
Corresponding Secretary
262-251-7514

Local wins arbitration case for discharge member at Briggs

by Al Olivares

In the arbitration case concerning a discharge of a Briggs member, Arbitrator George R. Fleischli heard both parties on August 2, and August 4, 2005. The case itself dates back to April 6, 2004, when Briggs & Stratton terminated the member based on "overall job performance".

Upon hearing the details of the case provided by both parties on the aforementioned dates, Arbitrator Fleischli then deliberated to analyze the evidence provided by both the Union and Company. Upon completion of his deliberation, Arbitrator Fleischli awarded his decision on December 12, 2005.

His decision was in favor of the grievant, stating "There was not just and sufficient cause for termination of the grievant." To remedy the violation of the agreement that occurred, the company is directed to reinstate the grievant to his job and pay him for all time lost as a result of his discharge, consistent with the intent of Article V, Section 3 of the party's agreement.

Strattec 2006 Reminders

401k - Effective January 1, 2006, plan is amended to increase the employer match from "50% of up to the first 3%" to "50% of up to the first 6%."

Tentative Retirees - Some of you may have received paperwork speaking to your survivor options. These are very important decisions regarding your pension. If you have any questions please contact Human Resources or the Bargaining Committee.

Insurance - Rates effective September 1, 2005 will be frozen through December 31, 2006.

All Aurora facilities are now available and "in-network" in addition to the United Health Care facilities

The "HRA" – Health Reimbursement Account (\$500.00 annually the company provides) cannot be used in conjunction with dental benefits unless the procedure is deemed in the "Medical" forum.

**Join the Briggs Retiree Club
today call Erma Gorecki
262-781-8951 for information**

Wellness Corner - "You can't live without it"

Seasonal Affective Disorder: Blame it on Sunlight and Serotonin

by Urmila R. Parlikar, MS

The winter blues aren't just a frame of mind; they're also a state of mind. Seasonal affective disorder (SAD), also called winter depression, is characterized by a drop in energy level, fatigue, difficulty concentrating, irritability, weight gain, and carbohydrate cravings, among other things. It usually begins by late fall or early winter and ends by late spring or early summer. The neurotransmitter serotonin is believed to play a significant role in SAD. Now a new study in *The Lancet* provides further evidence for this relationship.

It Is (and Isn't) All in Your Head Although scientists have long suspected an important role for serotonin in SAD, concentrations of this neurotransmitter in the cerebrospinal fluid bathing the central nervous system (brain and spinal cord) of SAD patients appear to be normal. In an article published in the December 7, 2002 issue of *The Lancet*, researchers from the Baker Heart Research Institute in Australia sought to determine whether concentrations of serotonin and other neurotransmitters measured from blood vessels draining the brain (a more accurate measure of serotonin concentrations in the brain than cerebrospinal fluid) would provide evidence for the relationship between serotonin and SAD.

The researchers enrolled 101 healthy men between the ages of 18 and 79 years. None of the men included in the study had a history of major illness (including depression) or cardiovascular disease, were currently on any medications, or had previous psychiatric therapy.

Over the course of a year, the researchers gained access to blood draining from the brain of the volunteers by taking samples from their internal jugular veins, which are found in the neck. They then measured the blood concentrations of serotonin and two other neurotransmitters not believed to be directly related to SAD—dopamine and norepinephrine—to use as controls. The neurotransmitter concentrations were then correlated to seasonal factors (measured daily) such as highest and lowest temperatures, total rainfall, and hours of bright sunlight.

As expected, production of serotonin by the

brain was lowest in winter and was strongly correlated with the amount of bright sunlight during the day. Other than bright sunlight, no other seasonal factors had an effect on serotonin production. Concentrations of dopamine and norepinephrine were not influenced by these factors.

The major limitation of this study is that it was conducted on healthy volunteers, and it is not known whether environmental factors would affect people with SAD in the same way.

What Does This Mean For You? By solidifying the link between sunlight, serotonin, and SAD, these study results provide further support for light therapy and certain antidepressant medications to treat SAD.

Light therapy, also known as phototherapy, involves the use of light to stimulate the brain to produce neurotransmitters. You sit a few feet away from a special light box for a prescribed amount of time—usually up to 45 minutes—every day. This light is stronger than ordinary office or household lighting. If light therapy works for you, your symptoms will most likely improve significantly or disappear altogether.

If light therapy does not work for you, or if your depression is very severe, your doctor may prescribe a type of antidepressant called selective serotonin reuptake inhibitors (SSRIs). SSRIs increase the level of serotonin activity in the brain. Though SSRIs are already used to treat SAD, this study further validates their use by supporting the relationship between serotonin and SAD.

RESOURCES:

Aurora Health Care
<http://www.AuroraHealthCare.org>

American Academy of Family Physicians
<http://www.familydoctor.org>

National Mental Health Association
<http://www.nmha.org>

SOURCES: Lambert GW, Reid C, Kaye DM, et al. Effect of sunlight and season on serotonin turnover in the brain. *The Lancet*. 2002;360:1840-1842.