

REPORTER



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President's Report by Scott Godshaw

Strattec Negotiations Continue Briggs looking to hire

Negotiations continue with Strattec. We began with exchanging proposals on May 9th. On June 1st, the company felt they needed to send a letter to the members, so we responded by also distributing a letter to OUR members which stated:

Dear Brothers and Sisters:

At approximately 10:05 a.m. Thursday June 2, 2005, the company informed us at the negotiating table that they mailed a letter on Wednesday June 1, 2005 to our members in regards to the current state of the business here at Strattec Security Corporation, Milwaukee, Wisconsin. Also, within the content of this letter, the company makes reference to how critical these negotiations are to our ongoing existence in Milwaukee. Understanding how critical these and all negotiations are, your Union Bargaining Committee would like to reaffirm that we are negotiating in good faith with the memberships' best interest in mind. As the negotiation process proceeds, your Union Bargaining Committee intends to bargain for a fair contract for our members.

It is not our intent to request outrageous items in language, issues or economics. All we want is a fair contract proposal that will allow our members to enjoy a fair standard of living. Unfortunately, up to this point, all the company has offered leans heavily to a concessionary proposal.

We will continue our ongoing professional approach during the course of these important negotiations, hopefully convincing the company to offer a fair proposal.

If you have any questions or concerns, feel free to contact us.

In solidarity,
Local 7-232 Bargaining Committee

At this writing we do not know how it will all shake out, however, as the letter states, we will continue our professional approach and try to do whatever we can to get a fair contract for our members. Also

at the time of this writing, we still have meetings scheduled with the company in these negotiations. Strattec members will be informed soon regarding when our meeting on the contract will be held.

Briggs

At Briggs, the company needs to start hiring people as the members that remain on layoff have restrictions. A notice went out to the employees to see if there was any interest in putting in your transfer for the openings. There is a need for truckers and possibly assemblers in department 716. There is also a need for warehouse attendants in the Service Division in Menomonee Falls. If you know of any family members or friends that would be interested in employment at Briggs, they can apply online at www.briggsandstratton.com or www.milwaukeejobs.com. For those that do not have a computer, they can come to the lobby at door W12 and apply at the kiosk. Per the contract, the company can bring in retirees during the hiring mode and to train new employees.

Dave Debaets held his State of the Business

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July Membership Meeting

Sunday
July 31, 2005
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.

Strattec Corner

by Al Olivares

Dear Brothers and Sisters:

Let's get right down to business. As all of you are aware, we are in the midst of contract negotiations with the company. Even though this is my first time going through a negotiation, it is apparent to me that things aren't really going smooth for a lack of better words. As the letter the Company sent to the employees on June 1, 2005 eludes to, we are in dire times as far as our traditional business is concerned. With that being said, let me take you ringside at the main event. At the table is your Bargaining Committee, which consists of Karl Schneider, Dennis Nowak, myself Al Olivares, President Scott Godshaw and International Rep Ernie Dex, who is also our Chief Spokesperson. On the other side of the table sits the company committee which consists of Kathy Scherbarth, Greg Minue, Dean Orley and their legal counsel which is also their chief spokesperson, Gary Marsack. These are the players involved as of now.

Your Union Committee is bargaining for a fair contract. It is that plain and simple in essence. We are trying to do that despite the June 1st letter that was initiated by the company. I will leave you to your own devices to interpret that letter as you see fit. Needless to say, there certainly are many disputes at times, yet we continue to progress. There are accusations and criticisms being volleyed as far as the way in which each committee is going about the negotia-

tion process. I suppose, to an extent, that would be the nature of the beast. It is a difficult task but I want to let you, the members, know that we as a committee are very strong at the table. What I mean by that is that we hold a high level of professionalism that will not be daunted. As a committee, we will not be pulled into a mudslinging campaign. We realize that an approach such as that will help no one.

As a committee, we are solid as a wall. What I mean as a wall is; we are trying to make sure that the information we receive or request is accurate. This will insure that we make an informed decision for the membership. We are not going to rush into anything without analyzing the full ramification. Brothers and sisters, we are in the storm, and it's a bad one. However, our ship is afloat and with solidarity, we will get through this together. We are excellent productive employees and would like to continue to provide our quality services to Strattec and its customers. We are a damn fine Local and there is no one that can tell us different. **SOLIDARITY.**

Godspeed,
Big Al Olivares
Local 7-232
Bargaining Committee



Party Time!

Dept. 280 & 380 Retirees

Again we are having our annual Department "280" party. It will be held Wednesday, June 22, 2005 at Alioto's.

If you have not been there before and are interested in attending please contact one of these people:

Judy Eichstaedt, 262-538-4224
Dorothy Konkol 414-541-7424
Ray Mueller 262-628-3312

We will be sending out invitations to those who have been there before. We have extended our invitation to the department 380 people also.

Thank you,
Dorothy Konkol
Judy Eichstaedt
Ray Mueller

President's Report continued from page 1

meeting with all employees at Burleigh on Wednesday June 7, 2005. He did state that the company was interested in sitting down with the Bargaining Committee later this summer to explore options for a new contract.

As always , Debaets stated that the goal for Milwaukee is to continue to create positive EVA as a component supplier to the engine, Power Products and lawn and garden divisions.

Regarding Die Cast, he informed us that Leggett and Platt was running about 50 days behind schedule at this time. All of Die Cast should be gone by fiscal 2007.

On a positive note, the motor sports engine will be assembled here, later this year. Although it will only equate to a few jobs, the opportunity to bring in some new work to Milwaukee is still welcomed with open arms .

Briggs Trustee

I would like to congratulate Betty Burmester on her recent election as the Briggs Trustee. Betty will be a welcome addition to the Executive Board.

Community Services

The Community Services will like to inform you that if you run out of S & A benefits after 13 or 26 weeks, you should contact Community Services to see if they can offer you any assistance.

Shutdown

I would like to wish you a safe and healthy shutdown for those of you that have one. The shutdown period begins on Friday July 1st and you will return to work on Monday July 18th.

Steelworkers

As most of you already know we are now Steelworkers, part of the new USW. At this time we do not know yet what our local number will be. We will either be Local 232 or Local 2232. As soon as we are informed we will let you know.

Laborfest

Laborfest will be held once again on Labor Day. This year, Labor Day will be Monday September 5, 2005. Membership has approved the purchase of 100 t-shirts for all those members, their family and friends that participate in the parade march from Zeidler Union Square to the Summerfest grounds where Laborfest is held. Many activities as always will be held. The Harleys will lead the parade. There will be live music, refreshments, the classic car show, as well as entertainment for the children are always included in the day's events. And last but not least the Harley raffle where you can purchase raffle tickets to win a brand new Harley. You do not have to be present to win. Make it a point to join us on Labor Day. You will be glad you did.

Membership Information

June 2005

1350 Members in Good Standing
1035 in Briggs & Stratton Unit
315 in Strattec Unit

June Dues Payments

955 Dues Paying Members at Briggs
284 Dues Paying members at Strattec
1239 Total Dues Paying Members
(Difference reflects members off work for lay-off, illness or other reasons)

Local 7-232 Legal Clinic

Do you have legal 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 7-232 is providing free legal consultations with lawyers from the law firm of Previant, Goldberg, Uelman, Gratz, Miller & Brueggeman at the Local 7-232 Union office, 8500 W. Capitol Dr. Legal clinic hours: 1:00P.M. to 4:00P.M. First Monday of the month. Call for an appointment 414-463-7425.

Join us at LaborFest on Labor Day at the lakefront Monday September 5, 2005



Picture from Labor Day 2004

Membership Meeting Recap

by Tom Bishanell

The membership meeting was held on Sunday May 15, 2005 at Frank Monreal's El Matador at 9:33a.m. Vice President Fred Schmidt presided over the meeting. Ralph Schweiger gave the Trustee report for March and April. Financial Secretary Treasurer Ross Winklbauer gave a combined financial report for March and April as well. Ross informed membership that at the end of April, we had 955 members at Briggs and 288 members at Strattec for a total of 1243 dues paying members.

Communications

- The Coalition of Labor Union Women was founded in 1974 with the purpose of unifying all women within the framework of our Unions. Membership fees are \$37 for anyone that's interested.

- The Wisconsin State Fair will be held this year on August 4th-14th. Local Unions or any members interested in working the Labor Booth should contact Robin at the MCLC office at 414-771-7070.

- The 96th annual convention of the NAACP will be held July 9th-14th at the Greater Milwaukee Convention Center. Some of this year's highlights are the Labor luncheon and the Freedom Fund Award Dinner.

The Executive Board recommended the following motions that passed:

- Purchase 4 tickets for the NAACP Labor Luncheon.

- Send \$100 to the MCLC to help offset the \$5500 cost of the State Fair Union Labor Booth.

- Send \$50 to the Milwaukee Labor Press to purchase ad space welcoming the NAACP delegation in the June 23rd issue.

- Purchase 100 t-shirts for those that participate in the Laborfest Parade March held on Labor Day, September 5, 2005.

Reports of Officers

Vice President Fred Schmidt reported that we are now all Steelworkers as it was overwhelmingly approved by the delegation at the Special merger convention. PACE International President Boyd Young chose to retire effective August 1, 2005 although he became a Vice President of the new USW.

At Briggs, Fred informed the membership that the company did not send a letter on April 1st. Members of the Bargaining Committee met with Dave Debaets about holding a State of the Business meeting. It was learned at this meeting that Debaets suggested that the company may still want to sit

down later this summer.

At Strattec, the Union did enter into contract negotiations.

Jesse Edwards reported that the Service Division was receiving 139,000 square feet of the Burleigh plant and they would be adding 5 people. He noted that the transition to the new building was on schedule. He also informed members of the plans for the Micro line and the outboard engine. Edwards concluded with stating that the coil department returned to overtime.

Karl Schneider reported that at Strattec, the elimination of Work Group Coordinators has put stress on vacation day allotments. He noted there was nothing really happening at negotiations as it is too early. The Service Department is adding one member per shift. Karl ended by saying quite a few people had signed up to retire and he was urging the company to post all the jobs.

Ross Winklbauer informed members on some of the highlights for him as a delegate at the Special Merger Convention. The merger was approved by approximately 80% of the delegation. The International informed all the employers by letter of the merger. Ross ended by stating the Steelworkers welcomed us with open arms. They are truly fighters and he personally is very pleased with the merger of the combined Unions.

Nominations were taken for the open position of Briggs Trustee, vacated when Greg Weber was elected a Grievance Rep on the Briggs Bargaining Committee. Betty Burmester, who was the appointed Trustee until the election could be held, was the only member nominated. Thus Betty became the Trustee by acclamation.

The next membership meeting will be held Sunday July 31, 2005 at Frank Monreal's El Matador 9155 W. Bluemound road at 9:30 a.m.



Compensation may be owed for hearing loss

There have been many inquiries made regarding compensation you may be owed for hearing loss sustained during your employment.

If you have a hearing loss and it is work related, you are entitled to compensation if the amount of loss can be proved through an audiogram. An audiologist, known as an ear, nose and throat specialist (ENT), usually performs these tests. There are a few procedures you must follow to process your claim. By doing so, this will alleviate delays in compensation payments you may be entitled to receive.

You must be out of employment for seven (7) consecutive days before you obtain a hearing test. It may be helpful for the doctor performing the test to review the prior hearing tests taken during your employment. Have a doctor send the results of the hearing test to:

Wisconsin Workers' Compensation Division
201 E. Washington Ave. Room C-100
P.O. Box 7901
Madison, WI 53707-7901

As soon as all information is received, your claim will be reviewed and you will be notified if you have a compensable loss of hearing.

BRIGGS

If you belong to one of the EPO Insurance plans, you must go through your selected health care facility and pay the co-pay required. This does not preclude your right to go to an ENT outside that facility. However, you will be responsible for the full cost of the exam, if you wish to do this. For those of you that have PPO Insurance, hearing exams are not covered.

You can obtain the prior hearing tests by contacting the workers compensation department at Briggs (414) 259-5378. It can take a while to retrieve the test, so request these tests as soon as possible.

If a hearing aid is recommended as a result of a compensable loss, you should again contact the workers compensation department at Briggs at (414) 259-5697.

STRATTEC

If you belong to a PPO Plan, a hearing test in your network is 90% covered, you would pay 10%. If you go out of network, it is 70% covered, you would have to pay 30%.

If you need to obtain prior hearing tests or if a hearing aid is recommended as a result of a compensable loss, you should contact Tom Kiepczynski, safety manager at Strattec at (414) 247-3567.

Healthy Corner

Here are some important numbers for Briggs employees regarding your health:

Health-Link - Access to immediate, confidential, healthcare expertise.

1-888-228-7672

Patient Care - Helping you through the healthcare maze.

1-877-344-7474

www.patientcare4u.com

Here is an important number for Strattec employees regarding your health:

United Health Care - Health care problems or questions, call toll-free

1-866-827-9025

www.myuhc.com

LOCAL 7-232 REPORTER

JUNE 2005 Volume 26, Issue #3

LOCAL 7-232 PAPER, ALLIED INDUSTRIAL, CHEMICAL AND ENERGY WORKERS INTERNATIONAL UNION

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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.

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Officers: President: Scott Godshaw Vice President: Fred Schmidt, Secretary-Treasurer: Ross Winklbaauer 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

Betty Burmester elected Briggs Trustee on the Executive Board

Betty Burmester, assembler in department 472, was elected as the Briggs Trustee on the Executive Board at the May membership meeting. The mid-term vacancy occurred when Trustee Greg Weber successfully won his election for Grievance Representative on the Briggs Bargaining Committee.

Betty was appointed by the Executive Board to fill the role of Briggs Trustee until an election could be held.

She was elected by acclamation as she was unopposed for the election. She will fulfill this position until the next Executive Board elections which will take place in March of 2006.

Betty is a dedicated member of our Community Services committee for many years and also is very active in the labor community.



With summer just around the corner, we will be having 2 picnics. Our first picnic will be held on June 15th and the second one will be held on July 20th. Both picnics will be held at VFW Post #449 at 3345 N. 124th Street. The doors open at 10 a.m. and the luncheon will begin at 12 noon. Bingo will be played. There will be door prizes and refreshments will be served. Those of you that are celebrating a birthday or anniversary during these months, please bring in a treat for our dessert.

For our August luncheon, please be patient, as Briggs & Stratton will be sponsoring the luncheon. We will be sending out cards to the members when we receive further information.

Remember, you must be a paid up member to attend any of our events. Dues are \$24 a year. Call Erma Gorecki 262-781-8951 for more information.

In October, our regular events begin on the second and third Wednesdays of the month. The doors open at 11 a.m. and the function starts at noon. All of these events will be at VFW Post #449 on 124th Street. Once again, remember to bring your birthday or anniversary treats to our meeting on the third Wednesday of the month.

Another reminder, Sheepshead is played every Tuesday at the VFW Post at noon. Free prizes are awarded at each table.

Our President Bob Johnson invited Briggs & Stratton Human Resources Vice President Jeff Mahloch to our Retiree Club meeting. He gave a little speech. It was very nice to meet him and hope he will return to visit again.

We send our get well wishes out to Nona Fisher and Irene Laird. Let's all wish them a speedy recovery.

Enjoy the summer months and we hope to see you all at our upcoming events.

Take care and God Bless,

Frances P. Capello
Corresponding Secretary
262-251-7514

UPCOMING EVENTS

June 14- Flag Day



June 19- Father's Day

July 4- Independence Day



July 31- Membership Meeting

September 5- Labor Day



Grievance Rep Reports

Briggs & Stratton Second Shift

by Jesse Edwards

SERVICE DIVISION

The Service Division is moving some of the work they got from Murray into the North end of the Burleigh plant. They will be shipping and receiving parts through dock 9/13. They will need 139,000 sq. ft. This new work will add 4 or 5 jobs to the dock. The company also stated that the new building is on schedule and should be completed by October 1, 2005. They plan to start the transition into the new building in January 2006 and should be completely moved in by July of 2006. This new work will add a total of 14 jobs.

MICRO LINE

The Micro line is currently building 500 engines per day with 18 operators. The company did inform the union of their plans to re-balance the line and run 500 engines with 16 operators.

OUTBOARD LINE

The outboard line stopped building the gas engines on May 5, 2005. This eliminated 3 assemblers and they were transferred to the Coil dept. They will continue to build the electric engine with 2 operators and 1 setup. They may build an additional 100/200 if they get the parts. However, the outboard will be completely eliminated by July or August '05.

COILS

The production in the Coil department was recently cut back to 8 hrs. The reason given was too much stock in inventory. However, at the time of this writing, all of the jobs that are not scheduled to run 3 shifts are back on 9 hrs. According to the Business Unit Manager, they will probably schedule 2 Saturdays per month.

PRODUCTIVITY REWARD

The productivity reward payout was due June 8, 2005. The committee did go through the calculation. You were informed at the productivity reward meeting of the payout. This is the same as in the past.

SHUTDOWN

The July shutdown starts Friday July 1, 2005 and you return to work Monday July 18, 2005. The company notified the union that NO PRODUCTION WORK would be scheduled the second week of shutdown. Enjoy your summer vacation.

In Solidarity,
Jesse Edwards

Strattec Security

by Karl Schneider

Dear Sisters & Brothers:

RECALL

The Company is in the midst of recalling people from layoff. Unfortunately this is not because of new work. The reason for the recalls is attrition, mainly replacing members that retired. By the time this goes to print, I expect there will be no involuntary day workers without restrictions on layoff. As more job requests become available the Company would then recall the least senior laid off voluntary day worker to a day work job (there are 3 members in this category). Once that group is exhausted they would then recall the most senior laid off involuntary piece worker to a day work job (there are 7 members in this category). Once/if a piece work job becomes available after all day workers have been exhausted the senior piece worker at the time the piece work request gets signed would be recalled to piece work.

RETIREMENT

If you plan on retiring under the current contract you must have all your paperwork finalized by June 24, 2005.

CONTRACT

As we go through the negotiating process, I continue to get phone calls and questions on how they are progressing. My response has been put your faith in your committee and be supportive of our efforts. I know this is difficult with all the emotions that members experience with this and anytime a contract expires.

We will inform you, the member, when and where a meeting regarding the contract will take place.

In Solidarity,
Karl Schneider

Wellness Corner- "You can't live without it" Should you get a PSA Test?

by Howard Bell

Walter Petersen gets a digital rectal exam and a PSA test for prostate cancer as part of his yearly physical. For 10 years, he scored a 2 on the PSA test, which is normal. But in the spring of 1998, his PSA level shot up to 4.2. Three months later, it was 6.2. Time for a biopsy, his doctor told him. The biopsy showed he had prostate cancer. Today, after undergoing radioactive seed implant treatment, Mr. Petersen is cancer-free. "My digital rectal exam was normal and I had no symptoms," says Petersen. "If it wasn't for the PSA test, no one would have known I had cancer."

Stories like Petersen's make it hard to understand why doctors disagree about how useful the prostate-specific antigen (PSA) test really is. Some doctors believe it detects prostate cancer early enough to reduce deaths and prolong life expectancies. Others say there's no proof it does either.

What Is the PSA Test?

The PSA test is a simple blood test that measures the levels of prostate-specific antigen in your blood. It's usually done during a routine physical. All prostates-healthy and unhealthy-produce PSA, so it's normal to have some PSA in your blood. And it's normal for that level to rise as you get older. But PSA levels that rise too high or too fast may indicate prostate cancer.

Readings of 0-4 are considered normal unless the level is rising rapidly, as was the case with Mr. Petersen. Some scientists believe that a level above 2.0 ng/ml is of concern in men with a family history of prostate cancer, or in men younger than 60 years of age. Others believe a PSA level above 1.0 ng/ml in men younger than 40 years of age is also of some concern. As men age, so does the secretion of prostate antigen, and therefore a level of 4-5 in men over 70 is generally acceptable. Much higher than a value of 7 is reason for concern, and many scientists will perform other tests to clarify an elevated PSA test (PSA velocity or density, or percentage of free PSA).

What Do the Results Mean?

A high blood PSA level may mean you have prostate cancer. Then again, you may not. Therein lies one problem with the test. It's great at measuring high levels of PSA in your blood, but not as good at telling you why it's high. You may have a prostate infection (prostatitis) or benign enlargement of the prostate (benign prostatic hyperplasia, or BPH). Levels also go up temporarily after sex, or after having a digital rectal exam. Only 15-20% of men with high PSA levels have prostate cancer. The cancer rate is higher (40%) among men with PSAs greater than 10, but that means a lot of men with high PSA levels don't have cancer. In other words, the test produces a lot of what doctors call "false-positives," results that falsely indicate prostate cancer. "Some men have PSAs of 30," says, David Arvold, MD, an internist at St. Mary's/Duluth Clinic in Duluth, Minnesota, "but they don't have cancer."

The test also produces lots of "false-negatives," meaning some men with normal PSA levels may have prostate cancer. Most prostate cancers are slow-growing and may exist for decades before they are large enough to cause symptoms. Subsequent PSA tests may indicate a problem before the disease progresses significantly.

Making Decisions

Say you have a PSA test and your levels are high. What should you do next? You could go home and do nothing. Doctors call this "watchful waiting." But more likely, you'll proceed to the next level and get a biopsy of your prostate. If the

biopsy is negative, that's good news, but a biopsy can miss the cancer because the samples analyzed came from a non-cancerous part of your prostate. So a second biopsy may be called for. A second negative biopsy may be good news or it may indicate that it is difficult to find the cancerous cells within your prostate that are causing the elevated PSA test. But what if it's positive? If the cancer is aggressive, it should be treated, unless you're quite old. If it's not aggressive, your quality of life may be better if the cancer is left untreated. It's impossible for doctors to predict which cancers will blossom into life-threatening problems and which won't. Most do not. They just continue to grow slowly without any significant ill effects.

The Problems With Treatment

Some studies support Dr. Arvold's opinion that many men-perhaps even most men-would do better not to treat early prostate cancer because the side effects of treatment can be worse than the disease. Fifty percent of men who have their prostates removed become permanently impotent, according to research published in the Annals of Internal Medicine, and 20-30% have some permanent loss of bladder control. Even external beam radiation treatment poses a 10% chance for permanent bowel problems. "If you treat with external beam radiation or surgically remove the prostate," says Dr. Arvold, "your likelihood for a diminished quality of life is high." Radioactive seed implants pose the lowest risk for complications, but less than half of the men with prostate cancer are eligible for this procedure, and although early results look promising, the jury is still out on how effectively this procedure prolongs your life.

Fewer Men Dying

Nationwide, 60% of all prostate cancers are now discovered before they spread outside the gland. "The test allows us to detect a cancer on average five years earlier," says Michael Blute, MD, a urologist at the Mayo Clinic in Rochester, Minnesota. "That translates into a better chance the cancer can be effectively treated."

The Mayo Clinic strongly believes in the PSA test and has the research to support that opinion, according to Dr. Blute. Their research shows that among men in their 50s and 60s living in Olmstead County, Minnesota, "incidence of late-stage prostate cancer has decreased since the mid-1990s when the PSA test caught on," says Dr. Blute. "We've also seen an overall decrease in the incidence of prostate cancer. And now, most importantly, we've seen a reduction in death rates."

James Talcott, MD, director of the Center for Outcomes Research at the Massachusetts General Hospital Cancer Center, is not so sure the decline in death rates is due to the PSA test. "It's possible," he says, "that the improved statistics may be due to other factors like changes in men's diets and how data are collected."

PSA Gaining in Popularity

Despite disagreement among the medical community, conventional medical wisdom increasingly favors using the test, even for men who have no symptoms or family history. According to Jeff Engelsgerd, MD, a urologist at St. Mary's/Duluth Clinic, the PSA test is, for now, the best way to detect early stage prostate cancer, when it is most treatable. "It's not a perfect test," he says, "but for now, it's the best thing we have." Dr. Engelsgerd recommends that all his patients over age 50, regardless of risk factors, have a yearly PSA test and digital rectal exam.