

REPORTER

OFFICIAL PUBLICATION OF USW LOCAL 2-232

VOLUME 30, NO.2

MARCH 2009

Election for Strattec Grievance Rep

**Tameka Smith elected Recording Secretary
Jesse Edwards unopposed for Briggs Grievance Rep
Dean Wegner and Lorenzo Payne unopposed for
Briggs Bargaining Committee
Vicky Gorecki unopposed for Trustee at Large**

An election will be held on Friday March 20th for the Strattec Grievance Representative. Incumbent Grievance Rep Milton Dawson will be challenged by Bargaining Committee Member Adalberto Olivares. This election will be for Strattec members only.

Other nominations at the March 1st membership meeting were for Briggs Grievance Rep and the 2 (two) Briggs Bargaining Committee members.

Incumbent Grievance Rep Jesse Edwards was unopposed for the rep job and current Grievance Rep Dean Wegner and newcomer Lorenzo Payne, a production worker from the coil department, were unopposed for the Bargaining Committee positions.

Incumbent Trustee at Large Vicky Gorecki was challenged by John Klebba from Strattec. Klebba was nominated and accepted the nomination at the

membership meeting. However, on Wednesday March 4th, he informed the Local that he chose not to run and wanted his name removed from the ballot. According to International Rep Ernie Dex, the official word from Pittsburgh is this is allowed and as long as the ballots were not printed, the Local does not have to place his name on the ballot. Vicky Gorecki, thus, is unopposed and will remain as the Trustee at Large.

In other election news that took place at the membership meeting, current Briggs Bargaining Committee member Tameka Smith was elected as Recording Secretary, which places her on the Briggs Bargaining Committee and the Executive Board as well. Tameka will fulfill the remainder of Karen Clark's position, who retired January 1, 2009. Times and locations for the election are listed below.

May Membership Meeting

Sunday
May 17, 2009
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.
- By-Law regarding quorum will be discussed and voted on

NOTICE:

**General Election
Friday March 20, 2009
Strattec Grievance Rep**

**will be held at the following
locations and times:**

**Strattec Cafeteria
5:30a.m. to 7:00a.m.
and 1:30 to 3:00p.m.**

**USW Local 2-232 Office
8500 W. Capitol Dr.
10a.m. to 3:00p.m.**

Candidates

Strattec Grievance Rep



Milton Dawson
Union Steward
Department 055, 071
Current Grievance Rep
Contract Negotiations 08



Adalberto Olivares
Current Bargaining
Committee Member since 01,
AFL-CIO State Convention
06, USW Leadership Conf 06
School for Workers- Union
Leadership 02 and Advanced
Union Representation 02,
PACE Spring Conference 05,
Region X Leadership
Conference 02
Contract Negotiations 05, 08
FMCS Conf 02 & 06,
Co-Chair Steward Training
Comm.
Co-Editor of the Reporter
Author- Strattec Corner

Elected Officials



Tameka Smith
Recording Secretary



Vicky Gorecki
Trustee at Large



Jesse Edwards
Briggs Grievance Rep



Dean Wegner
Briggs Bargaining
Committee



Lorenzo Payne
Briggs Bargaining
Committee

President's Report by Scott Godshaw

Fire at the Falls Plant Issues at Strattec

At the Falls plant on January 22nd, there was a fire. The fire started because a trip setting on the main electrical panel for the building was set too low and the panel breakers in the electrical panel was set too high. A breaker for the front building lights was tripped in panel "A". The breakers in the switch gear were then turned off by the electrician and the main breaker reset. After about 3-4 minutes, smoke began pouring out from the switch gear. Then all of a sudden, flames were seen inside of the energized unit. A control transformer had started on fire. The electrician then manually tripped the main electrical service to shutdown the building's main service breaker. And the order to evacuate the building was given. Everyone was sent home. Later in the morning, the smoke had cleared and they called everyone back to work. Many people did return, however, approximately 30 did not.

About a week later, it was determined to pay the people that returned for the whole day. However, the company did not want to or have to pay anyone 4 hours because contractually it was conditions beyond its control. And after numerous discussions between myself and Bill Harlow, he decided to do a very good thing and that was, on a non-precedent basis, he would pay the people 4 hours that did not return and of course pay the people for the full day that did return. I commend and thank Bill for doing that.

Strattec

At Strattec, on Feb.18th, the bargaining committee along with myself and Ernie Dex met with Kathy Scherbarth and Greg Minue regarding cost cutting measures. No, this was NOT opening the contract and NO this was not about any concessions. They went through what they had done with the salary folk to save the company some money and asked if there was anything that we could come up with regarding cost savings. There was a discussion about an every other week paycheck for the members but we really were not interested in that. The only thing that we might be interested in at that point was direct deposit for everyone and instead of mailing the check stub; it would be available online and could be printed up at work. We will certainly look at cost saving measures as long as there is not any money taken out of our members' pockets.

We did have a 3rd stage grievance meeting at Strattec on Feb 12th where we took in 2 grievances and both were denied.

The layoffs continue and all the people with seniority have been bumped back in to work.

We also have an issue with short term disability and layoff at Strattec.

News from Your Local 2-232 Rapid Response Coordinator

by Allen Evseichik

Dear Brothers and Sisters;

The challenges that are facing us each and every day have certainly become increasingly difficult to handle. However, it is important for us to encourage ourselves and each other to remain positive in our thoughts and optimistic in the endeavors which we hope to achieve. The following updates will give us the opportunity to understand the goals and achievements which our Rapid Response Team is working toward.

In early February, nearly 800 Rapid Response activists converged upon Capitol Hill. They were on a mission and their goals included:

- Securing a strong "Buy America" provision
- Stop outsourcers' efforts that would undermine U.S. jobs
- Help move Obama's Economic Renewal Plan forward
- Put pressure on Congress to pass the EFCA

In regards to the Employee Free Choice Act, the current co-sponsor commitment is as follows: House-210 with a total of 220 needed; Senate-39 with a total of 40 needed. If you would like additional information, go to the EFCA at www.uswrr.org.

Now that the President has signed the American Recovery and Reinvestment Act into law, we have to ensure that we're maximizing the benefits. To do this, we need to make sure that taxpayer dollars are used to every extent possible to create and maintain jobs in the United States. That's why our union is leading the way in getting a Buy American Resolution passed at the state and local level. This will help ensure accountability in the law and make sure we are maximizing the number of jobs that are saved and created in these tough economic times. To get our nation back on track, we must get our economy working again and working for the middle class. In order to do that, we need to insist that our tax dollars are spent at home, on the American-made products. Buy American ensures that taxpayer dollars are used to buy goods produced by our country and create jobs at home. While the Reinvestment Act does include a "Buy American" clause, it does not require a public registry of how these monies are spent. This means that your tax dollars could be spent on Chinese steel to build the new bridge in your community, and you wouldn't even know it. For additional information, please visit these websites; www.makeourfuturework.org and www.usw.org/buyamerican.

In Solidarity,

Allen Evseichik, Vice- President
Rapid Response Coordinator
USW Local 2-232



ASK YOUR LAWYER

by Thomas Flanagan

*Previant, Goldberg, Uelman, Gratz,
Miller & Brueggeman, S.C.*

WHY IS GIVING A COMPLETE WORK INJURY HISTORY TO YOUR DOCTOR IMPORTANT?

Giving a complete work injury history to your doctor is probably the most critical part of a worker's compensation claim. Your worker's compensation claim is no stronger than your medical support. Your injury history as documented by your doctor is of vital importance if your employer has little or no history of the injury. It is your reporting to the doctor what happened to you and the doctor's timely treatment of you that give you the needed credibility to pursue a worker's compensation claim.

Giving a poor injury history to your doctor may affect your credibility in a hearing before an administrative law judge (ALJ). Therefore, take whatever time is necessary on the first visit to your doctor to give a complete history of your work injury. Also restate your history each time you see a doctor so that the doctor's chart notes, which are generally in all cases admitted for the ALJ's review, are complete. The ALJ will decide your case based on your credibility at the hearing, but also will make a determination as to whether your doctor's opinion makes sense based on what you told your doctor. The ALJ's decision is based primarily on what is in your medical chart notes. Do not be hesitant to report earlier injuries to the same part of your body. For example, in a back injury, if you have had earlier back problems, draw distinctions between the earlier problems and your current symptoms. If you have healed, and there have been no symptoms from your earlier back problems, tell the doctor how often and under what circumstances the earlier injury bothered you, and how the current injury differs, for example, in location and amount and constancy of pain.

If you have a repetitive injury, make sure the doctor understands the nature of your work. Describe your workplace and job. Your doctor probably does not have any knowledge of the demands of your job. Demonstrate your job to the doctor, and then give him or her ranges of weights and the number of repetitions you would do in a shift. If you have to make a certain movement lifting 20 pounds 300 times in a shift, show the doctor. If you handle 20,000 pounds of product in a shift, tell the doctor. Only then will the doctor understand and appreciate how and why the work you have been doing over the years has finally physically affected you. If you have questions, please feel free to call the law firm at 414-271-4500.

Strattec Corner

by Al Olivares

Sisters and Brothers:

It has been a long time, but I'm back. Manufacturing in Wisconsin and abroad is suffering some of its greatest loss since the great depression, Strattec included. As a supplier to the automotive industry exclusive, we are struggling to stay afloat while continuing to manufacture what remains of our traditional lock set business and trying to move forward with new latch and housing business. Well, enough of the obvious, let's talk about the issues that directly affect us here at Strattec de Milwaukee.

As we all know large layoffs due to the state of the economy have dwindled our ranks considerably. Many of us have been moved to different jobs and different departments based on our seniority. Things we must be aware of in these troubling times are that violations of the contract no matter how small will not be permitted. The contract will be upheld!!! In recent times I personally witnessed company personnel doing bargaining unit work. I have attempted to address these issues as I witness them. However, I cannot be everywhere to catch these contract violations as they occur. I know some of management means well or is just trying to help, however I am speaking to the individuals in management or union alike who allow these violations to occur while Sisters and Brothers are on the street. These are issues that need to be policed by all and addressed.

We also recently had a terrible accident that thankfully wasn't as bad as first thought in the Die-Cast Conventional area. Get better soon Sal!!! In regards to that safety issue, it strikes me odd that on some of the off shifts that the company would choose to staff only one Set-Up Man in that area knowing the obvious hazards that be. Not only is that Set-Up Man working by himself, but he is also expected to pour his own metal and perform his own inspection with in itself includes booking loads, kpc, and NCR's if necessary. Granted he is assigned fewer machines than perhaps a normal day, however I feel that this scenario is a ticking time bomb. We were just witness to how dangerous this area can be and thankfully people were working with him and were able to immediately respond. (Thank You) Ponder if you will, what would happen if an individual were to be working alone, as often the off shifts do, and were to slip and fall? Not only is he or she going to be laying there in anguish, but also now it could be a considerable time before anyone enters the area because the

UPCOMING EVENTS

March 17- St. Patrick's Day



**March 20- General Election
Strattec Grievance Rep**



April 10- Good Friday

April 12- Easter



May 10- Mother's Day



May 17- Membership Meeting

Set-Up Man is doing buggy and inspection. I understand that times are tough and we do not have the production to support the staffing we once had, but there has to be a better safer way to go about this on all shifts. Safety is the number one concern for all of us!!! If anyone witnesses situations that appear to be unsafe please inform your work group leader or Union Representative as soon as possible.

As many of you know, the Union met with the company a couple of weeks ago to discuss cost savings and how to go about such. We brainstormed a few things and hope to implement them as soon as possible. None of the things we discussed were concessionary or violated the contract or employees in any way. The company is trying hard to keep going through this recessionary storm and we all appreciate that. I just want everyone to remember that this is still a Union shop and we still have a contract to adhere to!! Till next time.

In Solidarity,
Big Al Olivares

Membership Meeting Recap

by Tameka Smith

The membership meeting was held on March 1, 2009 at 9:30 at Frank Monreal's El Matador 9155 W. Bluemound Road.

A motion was made and passed unanimously under application for membership for 13 members to be accepted as members of our Local.

The Trustee report for the months of December and January was given by Vicky Gorecki.

Ralph Schwieger gave his combined Financial Secretary Report for the months of December and January. He reported there were 404 dues paying members at Briggs and 203 dues paying members at Strattec for a total of 607 in December and 401 dues paying members at Briggs and 206 dues paying members at Strattec for a total of 607 in January.

Communications

The school for workers is offering steward training classes March 4 through April 1, 2009. This is a 5 week class being held on Wednesdays at 5:30p.m.- 8:30p.m. at The Wisconsin Federation of Nurses & Health Professionals 9620 Greenfield Ave. West Allis. The fee is \$ 52.69 which will be reimbursed if you complete the course.

Ex Board recommended motions that passed.

- Spend \$100 to place an ad in the MALC 50th Anniversary Resource Booklet.

Reports of Officers

President Scott Godshaw reported on the fire at the Falls and praised and thanked Bill Harlow for paying the members. He also reported on a meeting that was held with Strattec regarding cost saving measures, a 3rd stage grievance meeting, a short term disability problem and the layoffs.

Jesse Edwards reported on attendance and the Falls plant.

Dean Wegner reported on a suspension, a grievance from the testhouse that was dropped and the great job that President Scott Godshaw does.

Milt Dawson reported on the 2 grievances that the company denied at 3rd stage and an upcoming meeting regarding short term disability.

International Rep Ernie Dex reported on Senator Herb Kohl and the Employee Free Choice Act and a resolution regarding "Buy American".

Ernie Dex took nominations for Recording Secretary to fulfill the remainder of Karen Clark's term. Tameka Smith was elected by acclamation as she was unopposed. He also took the nominations for Strattec Grievance Rep, Briggs Grievance Rep, Briggs Bargaining Committee and Trustee at Large. Milt Dawson and Al Olivares were nominated for

LOCAL 2-232 REPORTER

March 2009

Volume 30, Issue #2

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, Al Olivares

Officers: President: Scott Godshaw Vice President: Al Evseichik,

Secretary-Treasurer: Ralph Schwieger Recording Secretary:

Tameka Smith Trustees: Chuck Porter, Vicky Gorecki, Nancy

Copeland Guide: Debbie Curro, Sergeant at Arms: Stanley

Quezaire

Briggs Bargaining Committee: Scott Godshaw, Jesse Edwards,

Tameka Smith, Dean Wegner, Lorenzo Payne

Strattec Bargaining Committee: Scott Godshaw, Milton Dawson,

Dennis Nowak, Al Olivares

Quorum By-law

From page 8 of our Local 2-232 By-laws

Current: Article VII Section 5 Quorum

Twelve (12) members, in addition to officers and bargaining committee members shall constitute a quorum at the regular or special meeting.

A majority of the Executive Board shall constitute a quorum at Executive Board Meetings.

New: Article VII Section 5 Quorum

A quorum will constitute the number of members in attendance at a well publicized meeting.

A majority of the Executive Board shall constitute a quorum at Executive Board Meetings.

Membership Information

February 2009

613 Members in Good Standing

400 in Briggs & Stratton Unit

213 in Strattec Unit

February Dues Payments

392 Dues Paying Members at Briggs

150 Dues Paying members at Strattec

542 Total Dues Paying Members

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

Strattec Rep; Vicky Gorecki and John Klebba were nominated for Trustee at Large, Jesse Edwards, Briggs Rep and Dean Wegner and Lorenzo Payne for Briggs Bargaining were nominated and unopposed.

Ralph Schwieger read the quorum by-law that will be discussed and voted on at the next membership meeting which will be Sunday May 17th.

Briggs Retiree Club

2009 hasn't started out very well for our Retiree Club due to the extreme weather conditions.

We had our 1st meeting of the year on January 21st. We had our nominations for officers at that meeting. All officers were unopposed and re-elected. Sherry Kent was elected as our new Corresponding Secretary. Please call Sherry at 1-262-781-4151 if you are aware of any members that are ill.

Our membership is still only \$24 a year. Always bring your membership card to all meetings. The membership list is printed and will be handed out at our next event. Please notify a board member if your name was inadvertently left out.

Our meeting on February 18th was cancelled due to the weather forecast. Our President Bob Johnson was concerned about our members' safety.

We want to thank Briggs & Stratton for their help in keeping the club active. And we would also like to thank USW Local 2-232 for placing our article in the *Reporter*.

The calendar of events will be arranged and printed as soon as possible.

We would like to welcome back or a get well soon to our members; Annette Barth, Lois Gehrke, Lucille Musolf, Dale Sutherland, Janice Wendt and our Vice President Dolores Higgins, who had knee replacement surgery.

Fraternally yours,
Doris Reinke Recording Secretary
Sherry Kent Corresponding Secretary
Bob Johnson, President

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

From the Briggs Benefit Department:

Beginning April 1st, if you need to pay your missed monthly insurance premiums, only a check or money order can be accepted. Cash will no longer be an option as a form of payment. Payments can be made in person or sent in directly to the Benefits Department.

Grievance Rep Reports

Strattec Security

by Milt Dawson

Testing

Quality Technician - A worker tested for the job, passed the test, but after the Company informed the worker that they had reviewed the test and found that it was outdated; the Company then decided that they needed to develop a new test. They then informed the worker that a new test had been developed and that they would now have to test and pass that one. The worker and the union protested this new test and said that the first test should be the deciding factor. The worker took the new test but failed. A grievance was filed. The Company denied the grievance at third stage. The next step will be for the Bargaining Committee to take up the denied grievance and to decide the next direction to go in.

Waste Water Treatment

Job #440 was posted, a worker put in for the job. He was the most senior. The Company said that they had decided that they wanted to hire a waste water treatment person off the street that was already licensed. The job does call for the worker to be licensed. But in the past, the Company allowed a worker to get one year on the job training, plus the company sent the worker to school at their cost, where the worker received their certificate and license. All present and retired waste water treatment workers were sent through the same training process. The Union asked that the same training process be kept in place. This way a worker could look to advance. The Company refused, a grievance was filed. They denied the grievance at third stage. The Committee will review the denied grievance and decide the next direction to go in.

Safety

We had a very unfortunate accident last week, whereby a machine repairmen fell off the machine platform while working on a conventional die cast machine in department 71. In the past, set-up men have complained about the unsafe footing on the platforms in front of the machines. Some of them have also fallen off, thankful that no injuries resulted. In light of the recent accident, the Union feels that the Safety Committee should look into this problem as well as re-evaluate the idea of one set-up man working alone. For safety's sake, this is not good.

In Solidarity,
Milt Dawson

Grievance Rep Reports

Briggs & Stratton Second Shift

by Jesse Edwards

Steward Training

School for Workers is offering a 5 week steward training class beginning on March 4th. This class is being held on Wednesdays from 5:30p.m. to 8:30p.m. at the Wisconsin Federation of Nurses 9620 Greenfield Ave, West Allis. The fee is \$52.69 which will be reimbursed if you complete the class. I strongly recommend all stewards to attend these classes.

Attendance

Attendance is a problem for many of our members. Some of our members are new and haven't earned any vacation. This makes it very difficult when you need time off from work. After a year on the job, you are eligible for F.M.L.A. to care for a parent, child or yourself. The contract is clear, if you reach 9 points you are subject to discharge. If you are discharged because of points, it's very difficult to get your job back. If you have any question regarding attendance see your steward before it's too late.

Steward transferred

The steward in department 472 second shift Mike Ortiz has transferred to first shift. I would like to thank Mike for a fine job. If anyone is interested in being the steward, I will post for an election.

New Contract

The company has not approached the union regarding a new contract. This is just a rumor. The current contract expires July 31, 2010.

Bumping / Job preference

If you have 5 years of seniority or more, you have the right to prefer a job within your labor grade and classification, seniority permitting. You have the right to bump providing you don't abuse your rights.

Elected Grievance Rep

At the March 1st membership meeting I was elected Grievance Rep for Briggs. I currently hold the position of 2nd shift grievance rep. I will be representing all members at Briggs on all shifts. I look forward to working with all of you. I work in the Coil department, 2nd shift. I will be available for all shifts. My phone number is 414-259-5333 ext. 2197. If you are calling from inside the Falls plant, please call 6020-2197. My pager number is (9) 669-5922.

In Solidarity,
Jesse Edwards

Briggs & Stratton First & Third Shift

by Dean Wegner

Suspension

There was a member suspended for an alleged verbal threat and possibly making a gesture. After the investigation, the member was returned to work. To all members, there is a zero tolerance at Briggs for such behavior. The Briggs code of conduct needs to be followed every day. If you would like a copy of the Standards of Conduct, see your steward.

Safety Glasses

To all members, please remember to have your safety glasses on at all times while in the building. The company has been disciplining members for not wearing them. This is a zero tolerance policy. You will be subject to discipline if you are not wearing your safety glasses.

Membership Meeting

I would like to thank all the members that were in attendance. It was a good turnout and we were able to conduct official business because we did have a quorum.

Back Charges

To all members, in order to utilize Back Charge vacation days you must have 3 weeks vacation and 6 years seniority per Article V of the contract. If you have any other questions, please see your steward.

Service

I would like to thank Bill Harlow for paying all the employees that were sent home due to the fire evacuation at the Falls. The members who returned did receive pay for the whole day and those that did not return received four hours pay. Mr. Harlow paid this on a non-precedent setting basis. Please make sure that all of your contact information is up to date with the human resources department.

President Godshaw

I would like to personally thank President Godshaw for the great job he is doing for the Union. As a Grievance Rep, I work with Scott and I wish members could see the amount of time and stress that is involved in these positions. I am thankful that I am a Rep under his Presidency. He truly cares about all the membership. Thank you President Godshaw!!

In Solidarity,
Dean Wegner

Wellness Corner “You can’t live without it”

Ten Tips for Healthy Aging by Mary Calvagna, MS

Today, due to numerous medical and scientific advances, people are living longer than ever before. But you don't just automatically live longer—you have to be good to your body, mind, and soul. The following 10 tips are a good start for getting you on your way to living a long and healthy life.

Eat a balanced diet—one that is rich in fruits, vegetables, whole grains, and fiber and low in saturated fat, trans fat, and cholesterol. A well-balanced diet can provide your body with the essential nutrients needed to achieve and maintain optimum health. In patients with osteoporosis, or previous fracture, additional supplementation of 800 IU of vitamin D with calcium may be needed. Especially, if dietary intake is poor and access to sunlight is poor.

Be physically active—try to incorporate 30 minutes of activity into your day, every day. The options are endless; start walking on the beach in the mornings, join a yoga class, try jogging with a friend, sign up for a basketball league, or go for a bike ride in the afternoons. Make sure you choose activities that you enjoy, that way you'll be more likely to make them a habit.

Get regular preventive check ups—see your doctor regularly; remember your doctor is your partner in healthcare. The two of you are working toward the same goal—your optimum health. By having regular check ups, you may be able to catch small problems before they become big problems. And, it is just as important to visit your dentist regularly as well. Don't smoke—cigarette smoking is the number one cause of preventable death. This year alone, more than 400,000 people will die from smoking-related causes. It is never too late to quit. Your body will begin to feel the benefits almost immediately. Did you know that after one day of quitting, your risk of having a heart attack decreases?

Be safe—use common sense and be street smart. Don't put yourself in situations that are questionable. Just a few ways you can put safety first include: Always wear your seatbelt and bike helmet. Use smoke and carbon monoxide detectors in your home.

Don't go for a run, walk, or jog at night by yourself. Most attacks happen to people who are alone. Just by bringing a friend, you reduce your risk. Use medicines wisely: follow directions and ask your doctor or pharmacist about side effects and drug interactions.

Keep your home well lit and free of things that could make you fall.

Avoid environmental extremes—protect your skin when you are outdoors—don't get too much sun. Dress appropriately for the weather and avoid getting too hot or too cold.

If you drink alcohol, do so in moderation—for a man under 65, moderation means no more than two drinks a day; for a man over 65 or a woman of any age, moderation means no more than one drink a day. One drink is:

- One 12-ounce bottle of beer
- One 5-ounce glass of wine
- 1.5 ounces of spirits

Keep your personal and financial records in order—start planning now for your long-term housing and financial needs. For information on banking, saving, buying, getting credit, and investing, check out Consumer.gov at <http://www.consumer.gov/your-money.htm>—an excellent resource that can answer many of your questions.

Stay in touch with family and friends—get to know your neighbors. Take the time to be involved with your community. By creating a strong social network, you will not only have friends to celebrate with when good things happen, but also a support system in difficult times.

Keep a positive attitude—studies have shown that people who have a positive attitude tend to live longer, and lead healthier and happier lives. Don't take it all so personal; rarely does it really have anything to do with you. Try to find the humor in life. And remember to laugh; several studies have shown that laughter makes you feel better. But really, who needed a study to prove that. Just laugh, and you will know it is true.

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

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