

REPORTER



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MAY 2006

Dan Badzinski elected Grievance Representative at Briggs

Dan Badzinski, Chief Steward and Steward of Department 797-the Coil department, was elected Grievance Representative of Burleigh-Menomonee Falls, first and third shift. Danny was unopposed at the May membership meeting and thus was elected by acclamation. He will fulfill the rest of the term of Mike Merrill, the previous grievance rep for the past 10 years. Mike, who will be retiring on July 1st, chose to resign his position in April in order for Danny to work side by side with Greg Weber, the other grievance rep, until Greg retires also on July 1st. And also Mike did this so we could have one election in May and the other election at the July membership meeting.

The other election will be the opening for Greg Weber's grievance rep position. Once again this election will take place at the July 30th membership meeting at Frank Monreal's El Matador on 9155 W. Bluemound Rd. The meeting will start at 9:30 a.m. sharp.

This election also places Danny on the Bargaining Committee and he will maintain this position until the grievance rep elections, which will occur in March of 2007.

The person who is elected at the July membership meeting for Weber's position also will fulfill the rest of his term and will be up for re-election in March of 2007.

July Membership Meeting

Sunday
July 30, 2006
9:30 a.m.

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

IMPORTANT BUSINESS

- Reports of Officers, Grievance Representatives and Committees
- Nominations and election for 4 delegates for Wisconsin State AFL-CIO Convention
- Discussion and action on any other proper business for this meeting.

NOTICE:

An election will be held at the July membership meeting July 30, 2006 for one Grievance Rep position from Briggs Burleigh-Menomonee Falls 1st and 3rd shift. This position will fulfill the rest of the term of Greg Weber.

President's Report by Scott Godshaw

Briggs members retiring Strattec CSI in full swing

At Briggs 229 members are scheduled to retire July 1st, 51 members are scheduled to retire July 29th and 4 members are scheduled to retire on August 1st. There have been a few cancellations. If you are planning on canceling you should do that as soon as you know. Although you would have the right to wait until the very end to cancel, we do recommend doing it early as to avoid problems. If you cancel and receive a pension check, obviously that would have to be returned. And if you carry the Briggs medical insurance your automatic pre-tax check withdrawal would not be taken out and you would have to pay your full medical insurance premium and not receive the pre tax benefit. So, once again if you are signed up to retire and plan on canceling please do it early.

Jeff Mahloch, Vice President of Human Resources for Briggs had approached me regarding helping members with their paperwork that are retiring this June and July. The company just wants the retirement procedure to go as smoothly as possible. Ross Winklbauer and I coordinated with Liz Mlekush from the Briggs Benefit Department. Members were allowed to come in for 20 minutes during working hours. In the plant, Ross has taken care of the members that were interested in this type of help. If you did not want to do this at the plant, you would still be able to come down to the Union office on 8500 W. Capitol on your own time, where Ross or myself would certainly be glad to help you as we have in the past or answer any questions you may have regarding your upcoming retirement.

Notice:

An election will be held for 4 delegates at the July Membership Meeting July 30, 2006 at Frank Monreal's El Matador 9155 W. Bluemound Rd. for the Wisconsin AFL-CIO State Convention to be held in LaCrosse, Wisconsin September 25-27

Strattec

At Strattec, I had mentioned at the March membership meeting that the WMEP was coming in to devise a plan in the Service department. The WMEP (Wisconsin Manufacturing Extension Partnership) Project is now in full swing. There is a team assembled of hourly and salary people. The team name is CSI Strattec which stands for Continuous Service Improvement. The process started with information sessions for all the employees in the Service department. Then the team was assembled. Data was collected and although this is an ongoing process, the implementation of the improvement plan was scheduled to begin this week. There was also a presentation to the top management group held on May 23, 2006.

Retirees

I would like to congratulate all the upcoming retirees. And I would also like to give a special thank you to Greg Weber, Tom Bishanell and Mike Merrill. I will personally miss the camaraderie shared with these gentlemen, their commitment to the members, their extensive union knowledge and their strong dedication. With all due respect, these guys will be succeeded but never replaced. Thanks for everything.

IMPORTANT! From the Briggs & Stratton Benefit Department:

Please read if you are signed up to retire during June or July.

Briggs & Stratton is requesting that you do the following if you have decided to cancel your retirement:

- Contact the Briggs & Stratton Retirement Program Service Center at 1-800-685-6474 to request a Cancellation Form.
- This form should be returned to Mercer as soon as possible to ensure all the proper individuals at Briggs & Stratton are notified.

If you do not cancel your retirement prior to the 15th of the month of your retirement, the following will occur:

- Your first paycheck in July or August may not have any insurance deductions. You then will be required to pay for these deductions with a personal check which will be after-tax instead of pre-tax.
- Your first pension check due on July 1st or August 1st may not be stopped in time and you will be required to send in a refund.

Membership Meeting Recap

by Karen Clark

The membership meeting was held on Sunday May 21, 2006 at Frank Monreal's El Matador 9155 W. Bluemound Rd. at 9:30 a.m. sharp.

Communications

Take notes included:

- We received a nice thank you card from the Aircraft Mechanics Fraternal association on behalf of our \$75 donation.
- New membership cards from USW will be coming out in early 2007 with our new USW logo on it. Recommended motions by the Executive Board that passed are:
 - Send a \$100 donation to the annual Health and Hygiene Drive. You can also make a personal donation of products or money. Drop them off at the Union office and we will see to it that they get to the Milwaukee County Labor Council.
 - Send a \$100 donation to the SHARE program. SHARE is a nonprofit food buying club that offers good, nutritious products at reduced cost through a volunteer-run, community-based distribution system. Their freezer is in need of major repairs. Their warehouse is in Butler and SHARE provides food to the less fortunate.
 - Send 6 delegates (2 automatic and 4 elected) to the Wisconsin State AFL-CIO convention to be held in LaCrosse, Wisconsin on September 25-27. Elections for delegates will be held at the July membership meeting.
 - Purchase 100 t-shirts for Labor Day for those that participate in the march at Laborfest.
 - Purchase \$1000 of food and beverage coupons and possibly an additional \$250 the day of Laborfest if needed.

Meeting Notes

Kevin Bishop, a guest speaker from the USW, solicited volunteers for the upcoming legislative, Senator and gubernatorial elections.

President Scott Godshaw presented Greg Weber, Tom Bishanell and Mike Merrill with plaques purchased out of pocket by the joint board honoring their many years of hard work and dedication to our Union.

Dan Badzinski was nominated and elected Grievance Rep Burleigh/Menomonee Falls 1st and 3rd shift by acclamation.

Reports of Officers

President Scott Godshaw reported on the potential drawbacks if you are considering cancelling your retirement late in the month. He also encouraged members if they are planning to cancel they should do it as soon as they know.

Godshaw also reported on the WARN notice

from the Die Cast Division. That department will be eliminated by June 30th. He noted that an arbitration case that was scheduled for May 23rd was postponed. Both the Union and the company jointly agreed to postpone the arbitration. Procedural issues had arisen and needed to be addressed. He also reported on a meeting at the new Service building regarding Productivity Reward and problems with vacation. He also reported on Strattec and the WMEP project known as CSI - Continuous Service Improvement. Scott also noted that there will be an arbitration case coming July 20 regarding the complete shutdown of the Strattec plant on January 2, 2006.

Jesse Edwards reported on the new Falls building. The move is 100% completed. He also reported on the need for material handlers, update on Die Cast and cutbacks in coils and plating.

Dan Badzinski reported on unemployment for new hires during shutdown and also reported on the Productivity Reward meetings that will be held on June 8, 2006. Dave Debaets will be in town for those meetings. The payout will be on June 14, 2006.

Greg Weber reported on the screw machine department. They will work with more machine tenders and less set up.

Karl Schneider reported on new work coming into Strattec, an update on CSI-the Continuous Service Improvement team and other problems in the Service department regarding members having trouble getting vacation days.

Our next membership meeting will be held on Sunday July 30, 2006 at Frank Monreal's El Matador 9155 W. Bluemound Road in Milwaukee at 9:30 a.m. Hope to see you all at the next meeting.

In Solidarity,
Karen Clark

Membership Information

May 2006

1146 Members in Good Standing
859 in Briggs & Stratton Unit
287 in Strattec Unit

May Dues Payments

798 Dues Paying Members at Briggs
268 Dues Paying members at Strattec
1066 Total Dues Paying Members
(Difference reflects members off work for lay-off, illness or other reasons)

Strattec Corner

by Al Olivares

Spring is in the air, brothers and sisters. Well, at least sometimes. A whole lot has not changed since the last time we talked. For the most part, everything is remaining status quo.

On a positive note, Strattec has been awarded some new housing business. I can not, unfortunately, go into any great detail. Fact of the matter being, until there is an official release, I personally do not want to perhaps print the wrong information.

As for our "traditional" style relationship with the company, it continues to remain fairly stagnant. The Committee, as a whole, is working on improving our relationship to better benefit the members and Strattec as a corporation. It is never the intent of the committee to create an even greater gap, than which already exists. It is our belief, that we need to be in, at the very least, a professional style relationship. Now, as in all relationships, we have our ups and downs. I will spare us the details of speaking about the past. For the most part, we were all there for the peaks and valleys.

As the committee tries to improve things, the company, unfortunately, puts us in a position to be reactive. This, in turn, causes adversarial style engagements. Now, whether or not these actions are intentional, are unclear. Perhaps it could be that the company is maybe unsure how to approach us on this

Wisconsin Vision Correction for Strattec Members

There was an error in the mailing that the Strattec members received from Wisconsin Vision. The \$30 vision exam reimbursement in the Wisconsin Vision mailing does not apply to the Strattec members currently enrolled in the medical insurance plan with Strattec Security Corporation.

For example, if you do not carry the Strattec medical insurance, then you can bring in your receipt for a vision exam to Human Resources for a reimbursement.

If you are carrying Strattec medical insurance, you can still go to Wisconsin Vision, however, the bill will be deducted from your HRA account or billed to you depending on your status.

The committee would like to apologize for any inconveniences.

issue. The possibility exists that the company may just be vindictive and have a hard time separating the people from emotions for the actual issues. For all of our sakes, I hope I can be wrong on the latter of the 2 comments. It is not the Union's goal or intent to create a hostile environment or situation. We are merely attempting to keep Milwaukee, a competitive factor as Strattec moves into the future.

Everyone understands what and how damaging the so-called "global market" is to manufacturing in the United States as a whole. We also know how hard it is to compete with countries, including our own, that exploit foreign labor forces. Let's face it, the green-eyed monster can't help but take advantage of less fortunate people in distant and not so distant lands. As wrong as that is, legislation keeps allowing this abuse. I am sorry to go off on a tangent. Fact of the matter is, all these things tie together, whether we believe or see it or not. Bottom line, this Union is ready to do whatever it takes to preserve a future for our brothers and sisters in the Milwaukee facility. With that being said, if anyone in upper management wants to spearhead this groundbreaking change for the better, please contact the Committee so we can talk. Help us insure survival.

Thank you,
A. R. Olivares "Big Al"

17th Annual "Health & Hygiene" Drive

Help strengthen our families and communities by donating items to shelters so people can keep their dignity and self-esteem intact.

You can bring any of the following items to the Union office on 8500 W. Capitol Dr.

Suggested items include:

- Tooth brushes & toothpaste
- spray deodorant
- lip balm
- baby products
- feminine & paper products
- laundry supplies
- non-alcoholic mouthwash
- razors & shaving cream
- combs & brushes
- hair care products
- first aid supplies

Financial donations are also welcome.

Grievance Rep Reports

Briggs & Stratton Second Shift

by Jesse Edwards

Service

The MFDC completed the move into the new building on May 15th. This was ahead of schedule. They had to be out of the old building by October 2006. All operations are running at 100%. They are also in the process of hiring 5 material handlers for 1st shift and 5 D C 3's for 2nd shift to replace members who are retiring. However everything is not well at the MFDC. Many of our members are being denied their hard earned vacation days. This is something the union will be looking into ASAP.

Die Cast / Job Elimination

The Die cast department is scheduled to be permanently eliminated on June 29, 2006. This will affect 72 jobs. When I met with H.R. they thought they could fill open jobs with members who were not retiring. At this time they don't expect anyone to be laid-off. Anyone that's affected should go to personnel and put in a transfer. The plating department will eliminate 5 jobs and punch press will eliminate 1 job on or around June 29, 2006.

Vacation

If you have vacation pay as you take it, when you retire you will get a lump sum payout for the balance that you didn't use within 2 or 3 weeks.

Coils

Department 797 Coils held an informational meeting on May 18, 2006. The company stated 3rd shift would be shut down the end of June. The reason given was orders are soft right now. This will affect about 8 people. They will be transferred to 1st and 2nd shifts. 2 setup will be staying on 3rd shift to handle any problems. The orbital line will be shut down on June 28th. A new machine will be installed on July 5th with the intent to start running production on July 17th. Because of this new machine, operators will be cut back from 7 operators to 5 operators. Currently this line runs 2 shifts. The company is also exploring the opportunity to move department 719 Cams over to department 797 Coils. The company doesn't anticipate any layoffs in the Coil department at this time.

Retirees

Congratulations to all retirees. It was a pleasure working with some of you, and getting to know others. God bless you.

In Solidarity
Jesse Edwards

Briggs & Stratton First & Third Shift

by Greg Weber & Dan Badzinski

Productivity Rewards

The meeting for the 4 (four) pools in the Productivity Rewards departments will be held on June 8, 2006.

Dave DeBaets will be in town and will give his state of the business address on the same day. The payout for the Productivity Rewards will be on June 14, 2006.

Unemployment Compensation

New hired employees that have no vacation pay, can apply for U.C. benefits provided they have enough earned income from a previous employer. You must call during the 1st week you are off of work. The number for U.C. is 414-438-7700 in the Milwaukee area, and 1-800-822-5246 in all other areas.

Letter from Greg Weber

Dear Brothers and Sisters:

I would just like to take the time to thank each and every member, past and present, for the support you have given me over the years.

Since 1976, I have had the opportunity to represent you as a Steward, Chief Steward, Guide, Trustee and Grievance Rep. Without your continued support, I wouldn't have been able to serve you in that capacity.

I also wish to thank the stewards over the years for some of their hard work to help this union to be what it is today. Remember, the stewards are the backbone of our union, and I hope the members support them as well in the future.

No one knows how difficult things are until they step into these positions. I just wish everyone had the opportunity just once to see how things are done.

To the past and present Board members, thank you so much for sharing your knowledge and guidance with me. You're right, it's a forever learning job. Without you, I wouldn't have been able to help our members. I just hope I did enough for them. Thanks again to the members at Briggs and Stratton and Strattec, I'll miss you all.

In Solidarity,
Greg

UPCOMING EVENTS

May 29 - Memorial Day



June 14- Flag Day

June 18- Father's Day

July 4- Independence Day



July 3- 9 -Strattec Shutdown-

June 30-July16- Briggs Shutdown

July 30- Membership Meeting

LOCAL 2-232 REPORTER

May 2006

Volume 27, Issue #3

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

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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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Briggs Bargaining Committee: Scott Godshaw, Dan
Badzinski, Greg Weber, Jesse Edwards, Karen Clark
Strattec Bargaining Committee: Scott Godshaw, Karl
Schneider, Dennis Nowak, Al Olivares

Grievance Rep Reports

Strattec Security

by Karl Schneider

Vacation

Vacation is a hot topic. For fiscal '06, which ends June 30, 2006, Article VII, Section 1 of the contract states, "Vacation time may not be accumulated from 1 year to the next and any vacation not taken by June 30th will be forfeited. The only exceptions are as a direct result of company production requirements, layoff, sick leave or workers compensation. I urge all members with remaining vacation days that are not scheduled to get available dates from their WGLs as soon as possible and schedule any remaining dates.

For fiscal '07, which starts in July, the 1st round of vacation has ended. To say members were disappointed would be an understatement.

Your Committee will be meeting with the company to try and resolve vacation issues. This will not happen until after the 2nd round has ended.

Bereavement

If you should fall under the bereavement language in the contract during the vacation shutdown period, you should notify the company via "STARS". At that point, you would be on bereavement and use your vacation time at a later date.

Unemployment Compensation

If you have not completed 1 full year of service before July 1, 2006 and your job classification is shut down for the 1 week of vacation, you may be entitled to partial unemployment for that week.

If you have any questions, contact your steward or bargaining committee member.

New Work

Finally, I am pleased to report that we have new work coming into Milwaukee. Die Cast has a new customer. The volumes will be well over a million. This will require the purchase of two 315 ton Frech machines, one in the near future and another in 2008. It also appears we have some new stamping work. The amount that will be done in Milwaukee is uncertain at this time. All tooling for both platforms will be built in Milwaukee.

Health Fair

On May 17th, the company put on a Health Fair that was well received by our members. Although I did not personally attend, I am supportive of the efforts of the health committee. I also heard positive things about the fair. Have a safe summer.

In Solidarity,
Karl Schneider

Briggs Retiree Club

This article, in part, is a reminder to attend our upcoming events.

We had our luncheon and bingo on Sunday May 21st at the American Legion Post #449. Doors opened at 10a.m. and the festivities started at 12 noon. Door prizes were also given.

On June 21st and July 19th will be our 2 picnics. Both will be on Wednesday and at the Post#449. Doors will once again open at 10 a.m. and the activities will begin at 12 noon. At the picnic, we will have bingo. Free refreshments will be provided and door prizes will be given away. Please try and attend. There should be fun for all.

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

Please bring your birthday or anniversary treats to any of our meetings, excluding our Christmas party. Remember, you must show your membership card at the door at all of our events.

You can receive a copy of the *Reporter* at the Union office, 8500 W. Capitol Dr., at any of our events or online on the Union website www.pace7232.org.

Come join our retiree club. You will be glad you did.

Our get well wishes go out to Bernie Wick, Harold Bahm, Arlene Matt, Sue Tetting and Joe Werner. And our sympathy goes out to the family of Ida Hansen, who recently passed away.

Hope to see you at all of our upcoming events. All the events are at the American Legion Post #449 on 124th Street. See you soon.

Take care and enjoy the summer,
God Bless you all
Frances P. Capello
Corresponding Secretary
1-262-251-7514

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



ASK YOUR LAWYER

by Thomas Flanagan

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

WHAT HAPPENS AT A WORKER'S COMPENSATION HEARING?

A worker's compensation hearing is an administrative procedure. It is not held in a courtroom. There is no jury. Hearings are usually held in rooms in state and municipal office buildings. The administrative law judge, who is not an elected judge, has the power to make rulings and orders that injured workers and the employer's worker's compensation insurance carrier must follow in this administrative proceeding.

Testimony is under oath. A court reporter takes down the testimony. You would be present with your attorney, if you have one. The insurance company's attorney would also be there. Each side has the opportunity to call witnesses. However, most hearings involve very few, if any, witnesses other than the injured worker. Most hearings also do not have any medical testimony from doctors. Their opinions are entered through their medical records, which is why it is so important to tell your doctor how your accident happened and how you are feeling so that these facts are properly recorded in your medical chart notes.

The judge does not issue a decision at the end of the hearing, but he or she will usually take between 60 to 90 days to issue a written decision that is mailed to the parties.

Local 2-232 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 2-232 is providing free legal consultations with lawyers from the law firm of Previant, Goldberg, Uelman, Gratz, Miller & Brueggeman at the Local 2-232 Union Office.

The legal clinic will not provide free representation, but will advise you on your best course of action and make the appropriate referrals to help resolve your legal problems.

The Previant Law Firm has many excellent attorneys, experienced in most kinds of legal problems.

Members of Local 2-232 may also contact the law firm of Previant, Goldberg, Uelman, Gratz, Miller & Brueggeman, S.C. for a free consultation regarding all personal injury matters. Please feel free to call the number of the office nearest you. Milwaukee 414/271-4500, Waukesha 262/549-6300. Identify yourself as a member or retiree of Local 2-232.

Legal Clinic Hours:

1:00 P.M. to 4:00 P.M.

First Monday of each month

Call for an appointment: 463-7425

Wellness Corner - "You can't live without it" May is stroke awareness month

Millions of brain cells die each minute a stroke is untreated.

Tick...32,000 brain cells just died.

In 59 seconds more, a stroke will kill 1.9 million brain cells.

Stroke kills brain cells...and leaves survivors with physical and emotional disabilities.

Stroke is highly treatable... in the first three hours.

•"For every hour's delay, the brain loses 120 million cells.

•"In volume, a pea-sized piece of brain dies for each 12 minutes without treatment. Brain tissue a little larger than a ping-pong ball is lost if a typical stroke is untreated.

•"The brain ages 3.6 years in the first hour...36 years during a typical 10-hour stroke.

•"Sudden numbness or weakness of the face, arm, or leg, especially on one side of the body

•"Sudden confusion, trouble speaking or understanding

•"Sudden trouble seeing in one or both eyes

•"Sudden trouble walking, dizziness or loss of balance or coordination

•" Sudden severe headache with no known cause
Every minute you wait...hoping symptoms will go away, you lose nearly 2 million brain cells. Don't try to tough it out or call your doctor. You need emergency help!

Source: American Stroke Association
(www.strokeassociation.org)

Perceptual, Social, and Behavioral Factors Associated With Delays in Seeking Medical Care in Patients With Symptoms of Acute Stroke

Lori Mandelzweig, PhD; Uri Goldbourt, PhD;
Valentina Boyko, MSc David Tanne, MD

From the Neufeld Cardiac Research Institute (L.M., U.G., V.B.), Sheba Medical Center, Tel Hashomer, Israel; the Department of Epidemiology and Preventive Medicine (U.G., D.T.), Sackler Faculty of Medicine, Tel Aviv University, Israel; and

the Stroke Center (D.T.), Department of Neurology, Sheba Medical Center, Tel Hashomer, Israel.

Correspondence to David Tanne, MD, Stroke Center, Department of Neurology, Sheba Medical Center, Tel Hashomer 52621, Israel. E-mail tanne@post.tau.ac.il

• **Background and Purpose**— Despite availability of reperfusion therapy for acute ischemic stroke, most patients remain ineligible mainly because of late hospital arrival. We hypothesized that perceptual, social, and behavioral factors affect delays in seeking help after symptom onset.

• **Methods**— Patients presenting with stroke symptoms were interviewed about symptom experiences, interpretations, and reactions. Odds ratios (95% CI) for risk of delay >3 hours were estimated, and variables associated with increased risk and representing demographic, clinical, perceptual, social, and behavioral factors were included in an assessment of the effect of combined risk factors on delay.

• **Results**— Among 209 patients (mean age 61.8±12 years, 69% men) the median time interval from symptom awareness to seeking help was 2 (0.5 to 9) hours and to hospital arrival, 4.2 (1.3 to 14.5) hours. On multivariate adjustment, perceiving symptoms as severe (odds ratio [OR]: 0.42; 0.17 to 0.95), advice from others to seek help (OR: 0.18; 0.05 to 0.63), and contacting an ambulance (OR: 0.26; 0.10 to 0.63) were associated with decreased risks of delay, whereas perceived control of symptoms (OR: 2.45; 1.08 to 5.71) increased risk of delay in seeking help. Risk of delay in hospital arrival was 3 times greater in women than in men. Increasing proportions of patients who delayed seeking help were observed with increasing numbers of combined risk factors, ranging from 17% to 94% for 0 to 1 and 6 to 7 factors, respectively.

• **Conclusions**— Perceptual, social, and behavioral factors contribute to delay in seeking medical care in acute ischemic stroke beyond demographic and clinical variables, and, when combined, further increase risk of delay. These findings may be important for designing programs to reduce delay.