

REPORTER

UNITED STEELWORKERS LOCAL 2-232

USW Local 2-232 Election Results



The USW general elections are held every 3 years. This year, the nominations for the election were held at the March 15, 2015 membership meeting. The only position that was challenged is the Strattec Bargaining Committee position. The gen-

eral election was held on April 24, 2015 and the results were Alan Belanger, 68, Joseph Wentz, 101 and Yolanda Turner, 76. I welcome Joseph Wentz and Yolanda Turner to Strattec's Bargaining Committee. The USW Local 2-232 Executive Board members are President, Jesse Edwards, Vice President, Michael Henry, Recording Secretary, Gloria Smith, Financial Secretary/Treasurer, Ralph Schwieger, Strattec Trustee, Chuck Porter, Briggs Trustee, Shynita Moses, Trustee At Large, Joseph Westmoreland,

Guide, Denni Walczyk and Sergeant At Arms, Steve Jankiewicz.

The SEIU Grievance Representative is Sagar Tolani (C.J.) and the Steward is Crystal Martzall.

The Briggs & Stratton Bargaining Committee is Jesse Edwards, Gloria Smith, Erica Jackson, Eric McCrory and Stanley Quezaire.

The Strattec Bargaining Committee is Jesse Edwards, Gloria Smith, Tim Reiter, Joseph Wentz and Yolanda Turner.

We will have Steward elections for all departments as soon as possible.

Special points of interest:

- **Election Results**
- **Welcome new members**
- **President's Report starts on page 2**
- **Strattec single day vacation change. See page 3**

Welcome New Members at Briggs and Strattec

Dear New Members:

On behalf of the 700 members in USW Local 2-232, we welcome you to our Union family. By being a Union member and having a Union contract, you will enjoy better wages, benefits and working conditions. You have a voice on the job and you can partici-

pate in the decisions that impact your daily lives. We hope that you become active in one or more of the Union committees. We have a Workers Compensation Committee, Safety & Health Committee, Civil Rights Committee, Women Committee and Organizing Committee. We encourage you to attend Union meetings which are held every two months. Watch the main

bulletin boards for membership notices. If you have any questions please see your department Steward, Grievance Representative or call the Union President at the union office, 414-257-1041. The Union is here to represent all of our members "in solidarity", we welcome you.

President's Report by Jesse Edwards

At Briggs

Power Products

The two Pressure Washer lines, the Fabrication department and the Paint lines, continue to run on two shifts. The departments are staffed with permanent and temporary employees. There's a high turnover rate of employees and no one seems to know why. Yet, the employees continue to work hard and are striving to make the production standards. The next assembly line is scheduled to start production in June or July.

Burn Oven Safety Complaint

The burn oven that's used to burn the paint off the paint hooks, caused an unsafe work environment. The employees felt unsafe because of the smoke and odor coming from the oven and the silica sand that's used in the burn oven. The company also received a safety complaint from OSHA. I contacted the safety director at Briggs in regards to the employee's complaint and the complaint was investigated. The manufacture of the oven was called in to repair the oven and the company also took air sample to test for the silica. The test results were well below the safe level at the time of the testing. The company also agreed to do more testing. The employees who work in the immediate area were satisfied with the resolutions.

Vacation/Working Shutdown

Any remaining vacation pay which wasn't used was paid out on the May 21, 2015 pay check.

The vacation shutdown period will start June 29th and you should return to work on July 13th. If your department is working during the shutdown, the 4th of July holiday will be observed on Monday July 6th. You should have been notified by April 1st if your department is working during the shutdown. If you work during the vacation shutdown you will accumulate the vacation days worked and can request to take the vacation days at a later date.

Vacation that was earned last year and not used will be carried over to the next year. Vacation can be carried over for one year. May 1st is the beginning of the vacation year.

If you have less than 2 years of seniority as of May 1st and you have worked more than 600 hours, you are eligible for vacation pay and vacation days. You are required to use your vacation days during the vacation shutdown period.

If you have more than 2 years of seniority as of May 1st you are eligible for 2 weeks of vacation.

If you have more than 6 years of seniority as of May 1st you are eligible for 3 weeks of vacation.

If you have more than 13 years of seniority as of May 1st you are eligible for 4 weeks of vacation.

If you have more than 20 years of seniority as of May 1st you are eligible for 5 weeks of vacation.

If you have any questions about

vacation you should see your Steward.

Burn Oven Safety Continued

We had a safety complaint from our members working in the Power Products department in regards to smoke, odor and dust from the burn oven. I immediately contacted the Safety Department and assigned Stan Quezaire from the Bargaining Committee to investigate the complaint. The company called in the manufacture to fix the oven. They replaced the seals on the oven and opened up the damper which is connected to the roof. The company also stated they plan to wall off this area. OSHA was also contacted and did an investigation. Then, after the company made the repairs to the bake oven, the air samples tests for silica sand and dust were taken and they were below the safe levels. OSHA then declared the area safe. The company also stated they would retest and provide filtered masks to the people working in the area.

New Warehouse Open

The company has opened a warehouse located at Richard Street and Capitol Drive. These are Union jobs and at this time, the company has hired a facilitator, but they haven't hired a supervisor. The plan is to staff the warehouse with 4, labor grade 18 warehouse attendants on first shift and 4 on second shift.

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President's Report continued from page 2

Job Posting/Vacancies

The company is hiring full time employees and if you are interested in transferring to an open job, you should monitor the main bulletins boards for job postings. You should keep in mind all jobs will not be posted. The company will post the initial job opening. If you want to transfer to a job, even though the job is not posted, you should go to human resources and request a transfer and when the job becomes open, it will be filled by the most senior employee who has a transfer request on file.

New plant manager

The company has a new Plant Manager at the MFDC. Bill Harlow has taken another job within the company and as of January 1, 2015, Randy Rux is the new Plant Manager. The company has completed the moving of the Burleigh operations from the Burleigh plant over to the MFDC. They needed to make room for the McDonough work that's coming to Milwaukee. According to Randy, at this time, the MFDC is operating under "normal" conditions.

Heat Treat-12 Hour shift

The Heat Treat department has been awarded more work and because of the additional work the company has implemented the seven day, 12 hour shift. The department will be staffed with 1, labor grade 16 and 1, labor grade 15 per shift. This began on

April 27, 2015.

Productivity Reward Program

The new, Productivity Reward Program, went into effect on April 27, 2015. During the week of April 20th, the company held meetings to explain the plan. The former plan didn't have a payout the past 11 years. For the individual plan and the group plan at the MFDC, if there's a payout, it will be paid bi-weekly. If there's a payout for the Milwaukee Operation plan, it will be paid out quarterly. The Annual plan will pay out in the month of August.

Employees Appreciation Day

The employees' appreciation day is June 27, 2015. If you are an active employee, you will receive a packet of 5 tickets to the Summerfest grounds to be used any day during Summerfest. You will also receive Briggs Bucks that can only be used on June 27th. You can also enter a drawing for a chance to win a prize. This will take place at the Briggs & Stratton stage at Summerfest.

At Strattec

Vacation

The Union wasn't notified by May 1st of a vacation shutdown this year; therefore you are not required to save one week of vacation. The vacation year starts on July 1st. You can request your vacation in one-week increments prior to June 1st and you will get the approval by June 15th. If you were denied your vacation week(s), you can submit again prior to June 20th. **The Union and the company have agreed to a letter of under-**

standing on May 21st, that after June 20th, employees can request vacation days or weeks. If you have one year of seniority as of July 1st you are entitled to 40 hours of vacation. If you have two years of seniority as of July 1st, you are entitled to 80 hours of vacation. If you have six years of seniority as of July 1st, you are entitled to 120 hours of vacation and if you have thirteen years of seniority as of July 1st you are entitled to 160 hours of vacation, unless you were capped or grandfathered. If you have any questions about vacation, you should see your Steward.

Human Resources

Shari Anhold has left the company and Nick Haug started as the H.R. Generalist May 11, 2015. Nick comes from Good Year.

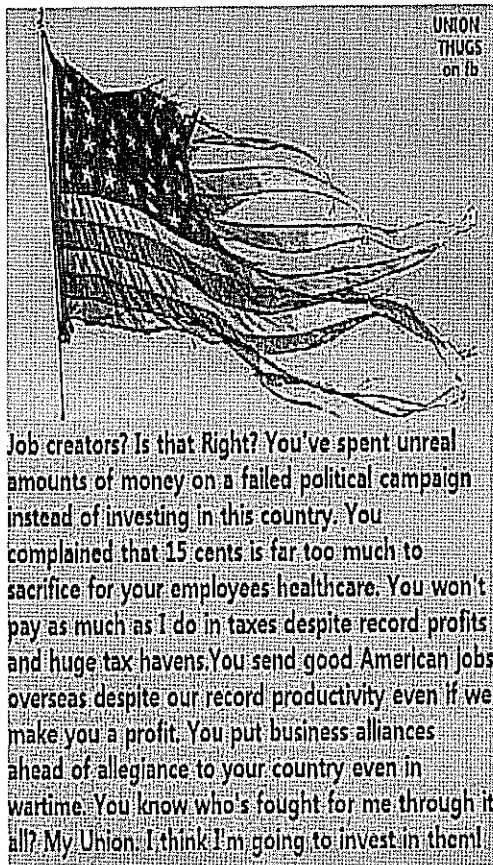
Transfer Request

When you make a transfer request for an open job, make sure you include all of your qualifications. This would include your experience, any testing you would have passed, any training you have received and if you previously held the position. A transfer can be denied if you are at the written warning level, which is 6 points or more.

Apprenticeship Program

In order to attract a high-caliber of applicants, internally and externally, the Apprenticeship pay scale has been increased.

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Local 2-232 Reporter

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

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

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Officers: President: Jesse Edwards Vice President: Michael Henry Secretary-Treasurer: Ralph Schwieger Recording Secretary: Gloria Smith Trustees: Chuck Porter, Joseph Westmoreland, Shynita Moses Sergeant at Arms: Steve Jankiewicz Jr. Guide:Denni Walczyk Briggs Bargaining Committee: Jesse Edwards, Gloria Smith, Erica Jackson, Stanley Quezaire, Eric McCrory Strattec Bargaining Committee: Jesse Edwards, Gloria Smith, Tim Reiter, Joseph Wentz, Yolanda Turner



President's Report continued from page 3

The starting wage will be 70% of the Journeyman's wage. Raises will be given for every 20% of the program that is completed. The tuition reimbursement portion of the program will not be affected by this change.

New Work

The milling/keys de-

partment has been relocated within the plant and all of the production remains in Milwaukee.

The company continues to bring in new work and equipment. Within a few weeks, the company will be installing a buffering machine and a tapping machine. These machines will be installed where the milling/keys machines use to be located. The work done on these machines will be for Mills Product who supplies GE and Whirlpool. The work will consist of handles for stoves and refrigerators. At

this time, Setup will monitor these machines. There's a strong possibility more machines will be added to the department.

The new plating line is due soon. This will enable the company to get more work for the plating department.

The company is extremely busy and continues to hire new employees. At this time all schedules are expected to increase.

In Solidarity

President,
Jesse Edwards