

# REP RTER

OFFICIAL PUBLICATION OF PACE LOCAL 7-232

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OCTOBER 2003

## Anything but Healthy

by Scott Godshaw

As the health insurance costs skyrocket out of control, our pocketbooks become anything but healthy.

Yes, it is the way of the world, at least in this country with health care costs, due to several factors; including medical technology, ads from drug companies and higher fees to name a few. The main factor here is of course our older work force, which we hear all the time from the company. No this is not discrimination, but a fact of life as we get older, we have a tendency to get sick more often and have greater health care needs.

The real shame is the more utilization, the more we, the employees, end up paying out of our pockets with our monthly contribution. Briggs increases their contribution by a mere 8% a year, which is contractual. Again this is a shame, Briggs & Stratton, a company that thrives on their community image, does not step up to the plate and contribute more to ease their employee's burden. This will not happen as the company will not contribute any more. So, what can be done?

The Bargaining Committee has made a commitment to endorse, recommend and actively promote a care management program. We will attempt to roll out an additional health risk assessment and recommend everyone to participate. And by participating, we don't just mean to have the assessment done, but to fully take care of any problems that the assessment may reveal.

This will not bring our rates down in 2004, however, we need to do something today to look forward to a healthy tomorrow, pocketbookwise and otherwise.

Here's to the rest of your healthy life.

## PRESIDENT'S REPORT by Scott Godshaw

# Insurance Rates Out of Control

At Briggs, the company rolled out their 2004 estimated insurance rates at a meeting with the Bargaining Committee on September 5, 2003.

Needless to say, we were shocked, dismayed and outraged at the huge increases to the employee contribution. In some cases the employee contribution rose nearly 1100%. Yes, that is 1100%. The reason for the dramatic increase was the demographics of our older work force and utilization which included 48 catastrophic cases on the active hourly side, which totaled \$3.8 million. (Any case over \$25,000 is considered catastrophic.)

The company explained that they were fulfilling their contractual obligation which means the employer contribution is increased 8% from last year. The sad truth is that the employee has to incur the majority of the increase.

The Bargaining Committee informed the stewards of the estimated rates at the steward training meeting. They proceeded to get the rates out to the shop floor.

The Bargaining Committee requested and received data regarding the catastrophic cases. One case alone was over \$600,000. However, the company said they would be willing to take that case out of the paid claims pool on which the 2004 rates were figured, as well as any additional amounts of all the catastrophic claims over a \$150,000 threshold. (What this means is any claim over \$150,000 would be reduced by a maximum of \$50,000 towards the rating for 2004.)

We then requested a meeting with upper management. We met with Jeff Mahloch, Tom Savage and Paul Neylon. We explained that the rates were unacceptable and asked what they would do for their employees. They again went through the reasons for the rates and asked if we had any ideas or suggestions and to get back to them.

The Bargaining Committee worked diligently on different plans. We met again

with Jeff Mahloch along with Craig Reynolds and Barb Ehlers from the Briggs Insurance Department.

We offered our commitment to help with controlling rising health care costs. This can possibly be achieved by going to more care management, following through on health risk assessments and using disease management intervention. These things will not change our 2004 rates, but could benefit rates down the road.

AON, an underwriter which the company uses as their rating analysts, went over the figures and after re-sorting the total 2002 claim dollars, primarily between Aurora Premier and Aurora Family Premier, the calculation revealed the proper alignment for the 2004 rating. The result was that the rates for Aurora Family Premier were lower and those of Aurora Premiere were higher than originally calculated.

The company plans on having employee meetings in the shop during working hours. The packets will be mailed out the week of October 6th and open enrollment will be from October 17th through October 26th. Re-enrollment will be November 5th through November 12th.

### STRATTEC

The company has decided to offer a free health risk assessment the 2nd week of October. It is, of course, voluntary. The results are confidential and will be mailed to your home. As an incentive to participate, other than getting or staying healthy, is that you can enter a drawing to win a \$250 gift certificate from either Pick'n Save, Boston Store, Kohls Department Store or Home Depot.

The Bargaining Committee supports and encourages your participation.

### LABORFEST

I would like to thank all those that participated in Laborfest. Once again we had a great turnout with over 125 of our members, families and friends all sharing in a great time.

# LABOR DAY 2003



## Milwaukee HIRE Center Dislocated Worker Program

816 W. National Ave.  
Milwaukee, WI 53204  
(414) 385-6920

The Dislocated Worker Program, which is operated out of the Milwaukee HIRE Center, provides services to workers who have lost their jobs due to mass layoffs or plant closings.

### SERVICES

**Vocational Training-** Attend classes to update your current skills or retrain in a new career. The Dislocated Worker Program provides funding for tuition and books. Child care and transportation assistance are also available.

**On the Job Training-** Funds are available to reimburse your new employer up to 50% of your wages while you learn a new skill or trade.

**Job Search-** Assistance with your job search efforts, resume development and cover letters. Attend the "Job Seeking Skills" class to ace your interview and learn how to conduct an effective job search.

**Basic Skills-** Strengthen reading, math, and basic computer skills through individualized, small group or classroom instruction.

**MATC Learning Lab-** Use the on site learning lab to study for GED or High School Equivalency exams and employer tests; improve your basic skills and typing.

**Career Planning-** Determine your best career moves through vocational assessments, individual guidance and testing.

**Special Training Projects-** Training programs can be built around the needs of our participants.

**Bilingual Services-** Spanish/English case managers can help participants with limited English skill, including our computerized ESL lab.

### MATC LEARNING LAB

- GED Study
- Typing Tutors
- Computer Tutorials
- Basic Skills
- Skills Assessment
- Math/Reading Classes
- JOB CLUB**
- Network with job seekers
- Get job connections
- Find Community Resources
- Featured Speakers/Topics
- RESOURCE ROOM**
- Open to general public
- Job Leads
- Internet Connections
- Word Processing & printer
- Fax & copy machines
- Employer Research

## 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 7232 is providing free legal consultations with lawyers from the law firm of Previant, Goldberg, Uelmen, Gratz, Miller & Brueggeman at the Local 7232 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 7232 may also contact the law firm of Previant, Goldberg, Uelmen, 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 7232. **Legal Clinic Hours:**

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

First Monday of each month

Call for an appointment: 463-7425

## LOCAL 7-232 REPORTER

October 2003 Volume 24, Issue #8  
LOCAL 7-232 PAPER, ALLIED INDUSTRIAL, CHEMICAL AND ENERGY 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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**Trustees:** Greg Weber, Ralph Schwieger, Vicky Black,  
**Guide:** Debbie Curro, Sergeant at Arms: Dennis Clark.  
**Briggs Bargaining Committee:** Scott Godshaw, Mike Merrill, Barb Schuller, Jesse Edwards, Tom Bishanell  
**Strattec Bargaining Committee:** Scott Godshaw, Karl Schneider, Dennis Nowak, Al Olivares

# Strattec Corner

By Bigg Al Olivares

Hey Brother and Sisters, how is everyone doing? A whole lot has not changed since the last article. However, there have been quite a few quality issues that have shown their ugly heads. The one thing that the union and management can agree on is that quality is very important. Now, I know a lot of you that are in quality positions right now might say "Hey Bigg Al the company says its good today and the next day it is not." (Well, I agree with that statement as I came from quality before going to set-up.)

The bottom line is no matter how large the gray area may be, or how wishy-washy management may be regarding quality issues, we must retain our focus. We, the members, have avenues to protect ourselves regarding questionable quality calls. We can use the NCR's (non-conforming reports) or we can get our WGL's involved right away and have them make a decision either way. The key to these options is making sure that the WGL's or whoever is in position to make the decision, puts their signature somewhere on an official inspection document, on an inspector's log. When these steps are taken correctly, management cannot blame us, the members for not doing our polls correctly.

Now if the situation were to occur that a WGL or other decision making party does not want to put their John Hancock on a document, you need to immediately make notation of this and contact that individual's higher up and let your steward know. These are all responsible actions to help protect you and our jobs. Some of us have jobs that require a certain amount of hourly visual or continuous checks, for example; the CSS line near the conventional die cast area. It is a little different in these areas because part of your job is to look for defects broad and specific.

Recently, some bad housings have evaded our checks and balances, already in place. This is very unfortunate. Now, I know some of you are going "Come on, what's the big deal if one part got through out of one million." Well, to be blunt, it is as big of a deal as you are going to get in our manufacturing world.

Just like my other business, the customer is always right. Our customer is no exception. Delphi pays for ZERO DEFECTS and a part of being awarded the business is to adhere to that. So, that one bad part that got through and all the other "one bad parts that got through was no big deal" all compound and all were documented by our customers and when Strattec goes in to bid on "NEW" business, they pull out their little document and then BANG!!! Strattec loses business and we lose our jobs. It is that simple.

That is why, as I mentioned before, if anything appears questionable, you need to let someone know. I don't care if the set-up man might be sick of seeing you or if the foreman says he or she is too busy and come back

later. Do not be scared to tell then it is an important quality issue that needs immediate attention. I guarantee they will be happy you did in the long run. Please, when you come to work remember if you are having a bad day or just mad at the union or management, you came here for a job, they did not come to you. Don't let attitude reflect or run in to your work ethic. I'm not saying you are not allowed to be human or have emotions. We all know that being a zombie or keeping things bottled up is not healthy, but next time you may be in a bad mood or just spacing out with problems at home, a bad decision today could mean job loss tomorrow. Of course, some of you may think the company is going to do what they want regardless of what we do. I personally agree with you but we, the members do not need to help any of their processes along. At least if they do decide to screw us, we will have a clean conscious knowing we did our jobs to the best of our ability and they are lying if they blame us. I know it may not seem like much but they may take our jobs but they will never take our pride.

## Other notes

I continue to hear of management personnel doing union work. Like I've written before, you need to get your steward or confront them yourselves. Do not fear any repercussion for being concerned about your job. We have a contract that is legal and binding. Management as well as us have to play by the rules. Do not be scared of speaking up and defending what is right. If you feel anyone in management or the union alike is intimidating you get a steward or any other elected Union representative immediately.

Also, the company has often complained to us about absenteeism. I agree that frequent absenteeism can be a problem, but that is why we have a point system and violators of that system are subject to discharge. However, in my eight plus years of seniority, I've never seen it so hard to get vacation. This causes a big problem. Of course, I know you can't always get the days you want based on seniority and pre-approved. That's part of life, but when they consolidate three or four jobs (which is supposed to benefit us) and now they only let one off instead of three or four, that used to not be a problem. That's a bunch of horse pucky. Maybe, just maybe Mr. and Mrs. Company you have downsized your workforce so much and made it so lean, no more than one person can have a day off. I guess you may experience a slight increase in absenteeism. Remember we as a proud Union people, we work to live, not live to work.

Till next time, this is Big Al signing off.

In Solidarity,  
Big Al Olivares

# Membership Meeting Recap

by Tom Bishanell

The membership meeting was held on September 21, 2003 at Monreal's El Matador, 9:30 a.m. sharp.

President Scott Godshaw presided over the meeting. Greg Weber gave the Trustee Report for July and August. Ross Winklbauer delivered the Financial Secretary/Treasurer Report. He stated that there were 1218 members at Briggs and 352 members at Strattec for a total of 1570 dues paying members in August. A motion was made to accept the report as read.

## COMMUNICATIONS

The Wisconsin School for Workers is offering a Steward Training class and also a Job Evaluation class. They start on October 14th and 15th respectively.

Wis Cosh will be holding an occupational workshop on the causes of cancer. Admission is free and it will be held on Saturday October 18th at U.W.M.'s Golda Meir Library.

Executive Board recommended motions that passed were as follows:

- Send \$50.00 to PACE Local 7-0827 which represents the 150 striking members of Eagle/Ottawa.
- Send \$50.00 to PACE Local 7-0852 which represents the 25 striking members of Milwaukee Dustless Brush Co.
- Send \$50.00 to the Waukesha County Labor Council who sponsored reduced admissions to union members at the Waukesha County Fair.
- Send \$100.00 to the Waukesha County Labor Council's United Way Campaign for 2003.
- Send newly elected Treasurer Ross Winklbauer to the School for Workers intensive two day training workshop in Madison for \$270.00 including food and lodging.

## REPORTS OF OFFICERS

President Scott Godshaw reported that at the Steward Training meeting, guest speaker Jose Bucio, Field Representative for the AFL-CIO, spoke on the Free Trade of the Americas (FTAA).

Post cards are being filled out to stop FTAA which would greatly expand NAFTA'S attack on jobs, worker's rights, the environment and democracy. Scott spoke of a rally taking place at Zeidler Park on November 10th, to educate people on the huge loss of manufacturing jobs that the FTAA will cause.

At Briggs, the Bargaining Committee met with Jeff Mahloch, Tom Savage and Paul Neylon regarding the outrageous insurance rates. The reasons for the huge spike were demographics, an older work force and utilization. They were told that the new rates were unacceptable and relief in some form was needed for our members. The company said they would entertain ideas from the Union on preventative medicine and other related health maintenance items. The Union will be meeting with the company again next week but there are no guarantees.

David Newby, the President of the Wisconsin State AFL-CIO, invited Tom Bishanell and Scott Godshaw to sit in on the Health Care Labor Coalition. He has a plan for health care for all workers in Wisconsin and Briggs has agreed to look at it. If something came out of this proposal, it would

not take effect until 2005.

At Strattec, the company is offering a free Health Risk Assessment. The Bargaining Committee supports and encourages member participation.

Scott concluded by thanking the roughly 125 member's families and friends who participated in LaborFest.

Karl Schneider reported that at Strattec one piece-worker was on layoff and three more dayworkers with restrictions. With a lean workforce it has been very difficult for the members to get their earned vacation. Karl stated that a grievance he took to 3rd stage with the company was denied. Schneider also stressed the importance of zero defects in regard to quality. Four different defects got to Delphi in a two week period. This type of inefficiency puts 50 union jobs at risk. In closing, he noted that a 2nd shift steward posting would take place for depts... 50, 54, 55, 71 and 82.

Jesse Edwards reported that the company plans to re-issue another W.A.R.N. notice on October 2, 2003 for M8X. The Counterweight regular production is done and the Cam cell has also been shutdown. In M3, he stated the Model 9 Head Machining will shut down on September 12th and the Model 9 Cover on October 17th in Die cast, depts. 191, 192 and 197 merged together on September 15, 2003. The Menomonee Falls plant has been working overtime all summer due to an increase in the work load. The company added four labor grade 18 Warehouse Attendants and two labor grade 22 Truckers bringing the current total to 103 employees.

Dennis Nowak encouraged members from Strattec to participate in the Health Risk Assessment. He stressed that the results are completely confidential and wouldn't be shared with the company.

Cathy Brad made membership aware of a donation box and rummage sale October 4th and 5th with proceeds going to Community Services.

The next meeting will be held at Frank Monreal's El Matador, 9155 W. Bluemound Rd., October 19th at 9:30 a.m.

## Membership Information

August 2003

1783 Members in Good Standing

1390 in Briggs & Stratton Unit

393 in Strattec Unit

August Dues Payments

1218 Dues Paying Members at Briggs

352 Dues Paying members at Strattec

1570 Total Dues Paying Members

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

# Our Nation Needs To Stand Up For American Manufacturing

*by Boyd Young, President  
PACE International Union*

One need only look around their own state or in many cases their own neighborhood to see that American Industry is being shut down, dismantled and exported.

Since NAFTA and the World Trade Organizations came into being, the U.S has lost 3 million jobs. Over two million of these jobs were in manufacturing.

To be sure, the PACE jobs that are being exported are among America's top paying jobs. Many of these jobs pay \$35 an hour.

And, every manufacturing job lost results in four other people in the construction, service or government sectors losing their jobs. Over 2 million jobs have been lost since George W. Bush was elected.

Let me get the record straight. Nothing the American worker did contributed to this job loss. The American worker is the most efficient and productive worker in the world.

Yet, until recently, no one was standing up for the American worker. Faced with this crisis, the AFL-CIO and the industrial union presidents formed the Industrial Union Council (IUC).

Six months ago PACE members joined with over 3,500 frontline union leaders at the IUC Legislative Conference for a manufacturing rally and lobby day on Capitol Hill.

The energy, enthusiasm and unity we felt that morning was electrifying. Armed with our agenda, we were ready to rumble: our goal was to shake the very foundation of the political establishment in Washington D.C. and replace the Gucci-shoed lawyer lobbyists with a rank-and-file union member presence.

On the Hill we delivered a message about the insidious threat the decline of manufacturing poses to our nation's economic and national security.

We told our representatives that manufacturing accounted for 90% plus of the job loss since March 2001, how it is the major factor in the fiscal crises in our states, and how outsourcing critical technology capability and manufacturing capacity overseas undermines our national security.

We warned all that political indifference to the loss of millions of manufacturing jobs was both dangerous and intolerable.

In the months following the lobby day PACE

and the IUC have developed a broad, visible and vocal action plan, The Campaign for American Manufacturing. The Campaign has five major elements. Let me share them with you.

1. Presidential principles for leadership on manufacturing: The Council adopted a set of principles defining our key issues. These have been shared with each presidential candidate and will be the basis of union candidate questionnaires and debate issues.
  2. Free Trade Area of the Americas (FTAA) ballot campaign and mobilization: The President wants to create a NAFTA for all 34 nations in the north and south hemisphere. We intend to stop it. One step is to deliver a million "no" votes to the ministers meeting in Miami, November 20-21. You can visit [www.unionvoice.org/campaign/ftaaballot](http://www.unionvoice.org/campaign/ftaaballot) to cast your vote against FTAA.
  3. Targeted Cities: PACE is working with IUC unions and labor councils in over a dozen cities this fall to hold Stand Up for Manufacturing events. This will target our elected officials and attract public attention. Most of these cities are targeted to key battleground states for the presidential election.
  4. 2004 IUC Legislative Conference: We will revise our agenda as we analyze the results of the current Congress, adjust it as needed and take our message to Capitol Hill again.
  5. State and local manufacturing must be fought at every level. The IUC will be publishing a white paper on state and local strategies. Initially, it is targeted to the same battleground states of our manufacturing events.
- Here is how the game plan works:
- Push the presidential principles to shape the debate on manufacturing. Use the FTAA ballot campaign through November to educate and build a database of activists.
  - Promote the fall Stand Up for Manufacturing events to bring attention to the crisis, FTAA and our national agenda.
  - Use the state agendas to demand local officials involvement.
  - Use the November Miami FTAA demonstration to put an exclamation point on all that is wrong with U.S. trade policy.
  - And, we will continue to confront Congress with a manufacturing agenda that promotes Buy American laws, procurement provisions, manufacturing capacity, national security, health care and unemployment relief in the face of the massive trade deficits and rising job loss.
  - All these actions will bring us to the 2004 primary season geared up, activated and motivated to hold presidential candidates, Congress and even our state and local officials accountable.
  - As we saw last winter at the IUC Legislative Conference, in unity there is strength. Together, the IUC unions intend to stand up for manufacturing.

# Grievance Rep Reports

## Strattec Security

by Karl Schneider

Brothers & Sisters,

We are at a current build schedule of 200,000 – 202,000 locksets per week. We have three day workers on involuntary layoff with restrictions and one piece worker on voluntary layoff. As a result of the company maintaining such a lean work force and build schedule of 200,000 plus, it has been very difficult for our members to get their vacation that they have earned. There have been some grievances filed. The company is claiming production requirements are the factors when approving or denying vacation. The stewards and I will be investigating their claims.

Last week I received the company's reply from the 3rd stage meeting. Both were denied, one was regarding a discharge for points and the other was about vacation. The Bargaining Committee will be getting together to review all the facts and we will see where we go from there.

In the last couple of weeks we had some huge quality issues. These came directly from the customer, Delphi. Some members felt that the company and union leadership overreacted because it was only a couple of housings that we made and sent. Delphi Housings means 50 union jobs. Delphi pays for and expects zero defects. Four different defects got to Delphi in a two-week period. That put 50 union jobs at risk. It also puts any new work at risk. If customers know we are struggling with current products they will hesitate bringing in anything new. That is why it is so critical we make quality products and strive to work error free. The last thing I want to say about this is I disagree with what management did when they handed out discipline. They did this after they stopped production, to explain how critical it is to work error free. Dennis and I were a part of that, stressing all the points that are in this article. I just think it was counter productive to slap the people on the line with discipline.

Even though the company has not been awarded any new business, they are still going forward with their plans to bring Magnesium Die Casting into Milwaukee. This is evident by the recent air emissions document that was signed and filed with the State. The union does not know how many jobs Magnesium would represent, but just having some new work in Milwaukee would be a step in the right direction.

I would like to thank all our members that attended LaborFest. I believe a good time was had by all. Also, thanks to the stewards that attended the Stewards Training, we had a good turnout. The stewards elected Maria Kennemer as Chief Steward.

In Solidarity,  
Karl Schneider

## Briggs & Stratton Second Shift

by Jesse Edwards

### M8X

The revised W.A.R.N. notice expired on September 15, 2003. The Company said that they plan to re-issue another 60 day W.A.R.N. notice on October 2, 2003. The Company also informed the union that the Counterweighters regular production is done. They plan to run 50,000-100,000 for service, but they don't know when they will run them. The cam cell has also been shutdown. Due to this, two setup were laid off on September 19, 2003. A total of 4 setup have been eliminated. Currently, they are machining the Model 9's and V-Twins.

### M3Y

The Model 9's Head machining were shut down on September 12, 2003 but no one was laid-off. The Model 9 Cover is scheduled to be eliminated on October 17, 2003. This will affect setup and operators.

### Die Cast

The Die Cast components division merged departments 191, 192, and 197 together on September 15, 2003. It's now called department 192. These positions were shut down and moved out much sooner than any one could have predicted. Die Cast will run 18 machines with 27 setup and 36 tenders but this is subject to change.

### Menomonee Falls

The Menomonee Falls Plant has been working overtime all summer due to an increase in the work load and back orders that need to be filled. To help with the increase in work, the company has added 4 labor grade 18 warehouse attendants and 2 labor grade 22 truckers. The company also stated that the employees that work in the kitting area would be on standards by the end of this calendar year. The union was told that the overtime would last until the back orders were down to a reasonable level. Currently, there are 103 employees working at the Menomonee Falls Plant.

In Solidarity,  
Jesse Edwards

## UPCOMING EVENTS

October 13th- Columbus Day

October 19th -Membership Meeting



October 31st- Halloween

November 11th- Veteran's Day



November 27th-Thanksgiving

December 7th- Membership Meeting



December 24th-January 1st -Christmas Holiday

January 2, 2004 -Briggs return to work  
Strattec- 1 day shutdown



January 5, 2004 Strattec return to work

January 18, 2004 - Membership meeting

## Briggs Retiree Club

Time to write another article for The Reporter. With Fall here and the leaves falling all over, we know the cold weather and snow is right around the corner. Time to go back inside and enjoy our club events.

Free bingo including prizes starts on Wed. October 8th, the second Wednesday of the month. Doors open at 11 a.m. and bingo will start at 12 noon. Our monthly meeting will be held the third Wednesday of the month. Doors will open at 11 a.m. and the meeting will proceed at 12 noon. Bring your birthday and/or anniversary treats to our monthly meeting. Door prizes will be given. Please bring \$3.00 by January 2004 for the entry of your name to be included for the drawing of the year.

All events are being held at the Post 449 located at 3245 N. 124th St. We also play cards; Sheepshead Tourney every Tuesday at 12 p.m. Prizes are given free at each table. Remember you must be a paid up member to attend any of our Briggs Retiree Club outings. Dues are \$24.00 per year or \$12.00 for 6 months (Jan.-June or Aug.-Dec.). Call our Financial Secretary Erma Gorecki at 262-781-8951 for more information.

Our annual Christmas Party will be at Alioto's on Mayfair Rd., Sunday December 7th. (Main floor dining area) Doors open 11 a.m. and lunch will be at 12 noon. Dancing and door prizes will follow. Please plan to attend our special party. It will be a good time for all. If your birthday or anniversary falls in December, please bring your treat to the January meeting.

Plan on attending our yearly events, you'll see some of your old friends and make some new ones. Seeing as there are no more Reporter's coming to your home, you can get my write up on the internet at [www.pace7232.org](http://www.pace7232.org). or you may pick one up at the union office located at 8500 W. Capitol Dr. We may also have some at our upcoming events.

Our get well wishes go out to Catherine Heinemann and Lucille Mersolf. Our deepest sympathy to the family of Ruth Landeck who has passed on.

Hope to see you all at our upcoming events!

Take Care and God Bless,

Frances P. Capello

Corresponding Secretary

262-251-7514

## October Membership Meeting Sunday

October 19, 2003

9:30 a.m.

Frank Monreal's El Matador Lower Level

9155 W. Bluemound Rd.

### IMPORTANT BUSINESS

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

### Recall Dates-Briggs

(As of September 19 2003)

Heavy machine operators September 11, 1978

Light machine operators July 21, 1977

Assembly December 19, 1977

Heavy Daywork August 12, 1976

L.G. 23 October 16, 1967

L.G. 27 September 13, 1976

**229 employees on layoff**