

# REPORTER

## UNITED STEELWORKERS LOCAL 2-232

### President's Report by Jesse Edwards

**At Strattec:** Negotiations started on May 22, 2014 and after several meetings with the company, a ratification meeting was held on Sunday, July 20, 2014. The contract was voted down by an overwhelming margin, 167 rejected and 15 accepted. After the overwhelming rejection, the Bargaining Committee met with the company on July 28, 2014 and a conference call with the company legal council was held on July 30, 2014. The company refused to move on the proposal that was voted down on July 20, 2014. The company also stated they were removing the job protection language that was gained in 2009 and they were also removing the \$1400 signing bonus. However, they would insert the \$1400 bonus and the job protection language back into the proposal if the members accepted a Pre Authorization Vote. The Union held a Pre Authorization Vote on August 6, 2014 and it was rejected 104 and accepted by 80 with 1 void vote. The next scheduled meeting with the company was held on September 4, 2014. The Union bargained the 4 insurance plans back

into the contract that the company had proposed to take away. The job protection language was reinstated. The \$1400 bonus was reinstated in addition to keeping job preference, the current EVA plan, the company investing over 6 million dollars in current and new equipment and the company will be hiring. We didn't reach an impasse, however, under the NLRB law, the company didn't have to move on their final offer. According to the NLRB, the company was required to simply meet with the Union twice per month. A ratification vote was held on September 11, 2014 and the vote was 102 reject and 83 accept. However it was reported to the Election Committee that some members received two ballots and voted twice. This was reported to the International Union and the Local was instructed to have a re-vote. The re-vote was held on September 18, 2014 and the results were 94 accept and 90 reject. Again our members made a complaint with the International Union about how the vote was done. The International Union reviewed the election and

the vote stands.

This language will take effect when Sierra is installed.

Attendance

Overtime pay

#### EVA

The board of directors approved the EVA payout at 15.66%. And it was paid to the employees on August 22, 2014.

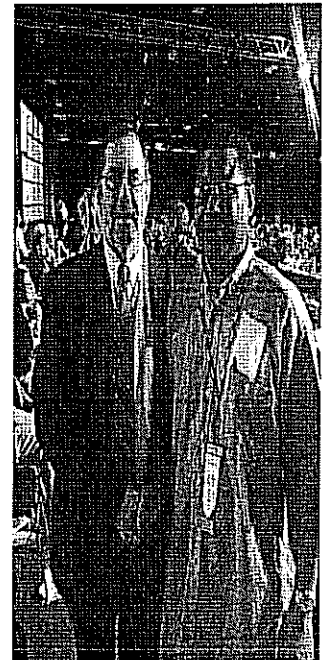
#### Modified Work Program

The company will provide work for employees with non industrial and industrial injuries and illness, if the work is available. The Union and the company can provide the guidelines and expectations.

#### Job posting:

The job posting language has changed. An open job will be filled with the most senior qualified employee who has a transfer request on file. If no one has a transfer on file, then the job will be posted.

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USW International President, Leo Gerard with USW Local 2-232 President, Jesse Edwards

#### Special points of interest:

- **VOTE November 4th!**
- **Briggs & Stratton covered on page 2**
- **Strattec Report by Grievance Rep. Diane Neely on back page.**

## President's Report continued from page one....

### Open Enrollment

The Open Enrollment period at Strattec is November 3 – December 1, 2014. If you have any question please contact the Insurance Department at Strattec.

### New member

At the October 19<sup>th</sup> Membership Meeting, a new member, brother Anzell Bratcher was sworn in and welcomed to the USW Union.

### At Briggs: Vacation days

May 1, 2014 was the beginning of the current vacation year and some of our member's lost vacation days, which the Union is challenging. The Union's position is vacation days taken prior to May 1<sup>st</sup> were days that you had accumulated within the last 3 years. The Union has requested the vacation records of all employees for the last 5 years and the company claims they don't have the records. The company has only provided earned vacation and carryover vacation for 2013 and 2014.

### EVA

The EVA Factor for 2014 was .37. To be eligible for a payout, the factor would have to be .6. This is a plan that hasn't had a payout for more than 11 consecutive years. The Bargaining Committee is currently meeting with the company to discuss a new EVA/Productivity plan. An EVA meeting was held on Tuesday July 22, 2014. The company said they have 4 plans, two for the M/F plant, an individual plan and Group plan for Milwaukee operations. This plan would include the production workers, setup, machine attendants, dock 8 and supervisors and an Annual plan for the day workers who can't

be measured. This plan would include the Test House, Maintenance, Model shops and dock 13 etc. We are currently seeking dates to continue meeting to finalize these plans. The Union is attempting to get a plan ASAP.

**New work:** The Company has announced they are bringing new work to Wauwatosa and the Burleigh plant. They are bringing the pressure washer, snow thrower and the rider mower. Our International Staff Rep., Breahn Q. Knackert and I have met with the company about bringing in new work and we plan to continue to meet. Also, a plant meeting will be held in the future where the company will discuss their plans for new work and our members can ask questions.

### Kronos:

Kronos, the new timekeeping system, will be live for Milwaukee Hourly employees on Monday, October 27, 2014.

**Hourly employees should begin using the Kronos time clocks at the start of their shift on Monday.**

Eterm clocks will not be active on Monday, October 27, 2014.

Kronos implementation team members will be available at the busiest clock locations at the start of shifts on Monday to assist with any questions.

If you forget your badge, you must report to the Security office to use the Lobbyguard system to print a temporary badge for use that day. This includes employees at the Burleigh Plant, EAC, P-Building (Test House), and R&D. Employees at the Menomonee Falls Distribution Center should continue to follow the same process in

use today.

If you miss punching in or out for any reason, other than forgetting your badge, you must fill out a Missing Punch Form. This form is available from your Facilitator. Complete and submit the form to your Facilitator and they will enter the missing punch into Kronos so that you can be paid properly.

### Also...

The contract language changes that will go into effect on Monday, October 27, 2014 are listed below.

1-Article V - Attendance policy will change to a 365 day rolling calendar.

2 -Article VI, Section 6 – Holiday pay at your hourly rate.

3 – Article VII, Section 1 – Vacation pay at your hourly rate.

4- The Union dues deduction will change to 1.45% of your weekly gross average plus .02 per hour.

*The Union agreed to wait until January 5, 2015 to implement the bi-weekly pay.*

### Open Enrollment

The open enrollment period at Briggs is October 27, 2014 – November 5, 2014. You should have received your Insurance packet in the mail already. If not, contact the Benefits Service Center 877-232-1083.

The Benefits Department will be available to assist you with your Insurance questions at the MFDC on Thursday October 30<sup>th</sup> from 12 – 2 and 3 – 3:45.

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## President's report continued from page 2...

The Benefits Department will be at the BP and COB cafeterias on 11/3, 11/4, and 11/5 from 11:30 – 1:00. Additional question can be sent to: [benefitsquestions@basco.com](mailto:benefitsquestions@basco.com).

### Appreciation day

The company will have an employee appreciation day at the Burleigh plant on November 6, 2014.

### Working January 2<sup>nd</sup>

At this time, the company is scheduled to work January 2, 2015.

### Debt Management

The company held debt management meeting October 21 and 22, 2014. Starting in January you will be paid bi-weekly. The Union and company agreed to wait until January to implement bi-weekly pay instead of starting this on October 27, 2014.

## SEIU

The USW and SEIU Healthcare Staff employees reached a 3 year tentative contract agreement on August 22, 2014. The contract was ratified on September 3, 2014. The vote was 7 accepted and 1 rejected.

## All Units

I was appointed to serve on the District 2 Council By-law Committee at the District 2 Conference that was held in April. I was also elected to the District 2

Council Steering Committee and I was appointed to the International Union Resolution Committee. I read a resolution before all of the delegates at the International Convention held in August. I am proud and honored to serve on these committees and to represent our local.

### Workers Compensation

At the October 17, 2014 Joint Board meeting, Attorneys Tom Flanagan and Jason Oldenburg from the Previant Law Firm gave a free presentation on the Workers Compensation Law. The presentation was very informative and it armed leadership with much more knowledge on the law.

## Laborfest

President Obama headlined this year's Laborfest and a Harley Davison Motorcycle was raffled off. Local 2-232 active and retired members came out and a good time was had by all. If you missed this year's Laborfest, I encourage you to attend next year.

## Vote November 4th

Emily Kitchen from the State AFL-CIO, spoke to the members at the October membership meeting about getting out to vote.

It's very important that you vote this election cycle. Your vote counts and the

election is November 4, 2014. You can also take advantage of early voting. If you have any questions about voting you can contact the Union office 414-257-1041. *You do not need a picture I.D. to vote.*

### Membership meeting

Our next membership meeting will be held December 7, 2014. I encourage all members to attend.

In Solidarity,

President,

Jesse Edwards



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of Greater  
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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

Representing employees of Briggs&Stratton Corp., Strattec Security Corp. and SEIU Healthcare WI, Office 633 S. Hawley Road Suite 116

Phone 414-257-1041 Fax 414-257-1213

Email-office@pace7232.org

Website-www.pace7232.org

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

Editor: Ralph Schwieger

Officers: President: Jesse Edwards Vice President: Yolanda Turner Secretary-Treasurer: Ralph Schwieger Recording Secretary: Gloria Smith Trustees: Chuck Porter, Joseph Westmoreland, (Open) Sergeant at Arms: Steve Jankiewicz Jr. Guide:Denni Walczyk Briggs Bargaining Committee: Jesse Edwards, Erica Jackson, Stanley Quezaire, Eric McCrory Strattec Bargaining Committee: Jesse Edwards, Diane Neely, Al Belanger, Aurelio Mesa

United Steelworkers Local 2-232  
633 S. Hawley Road Suite 116  
Milwaukee WI 53214  
Phone: 414-257-1041  
Fax: 414-257-1213  
Email: office@pace7232.org



## Strattec Report by Diane Neely

Hello My Union Brothers and

Sisters, now that the contract has been ratified there are some changes that will be taking place in the near future.

One of the changes that I am referring to is the Attendance program. It has been stated that any individual that has accumulated points for being absent or late, will receive a two point reduction. This policy has not taken affect at this time and everyone who has accumulated points and received an attendance warning and has received more than 8 points will be subject to termi-

nation upon receiving 9 points.

We should all keep in mind that until the programming changes are complete with the Sierra system, we are still operating under the old Attendance policy. I am encouraging everyone who will be affected by this policy to keep all copies of your attendance records, and watch your points.

The other issue that I wanted to bring to your attention is that Strattec has gone from 10 Mandatory Saturdays to 12 Mandatory Saturdays and that a two hour vacation will not get you out of a Mandatory Saturday. Also, if anyone plans on

canceling a vacation day, your cancellation should be done 3 days in advance in order to allow someone else, who was turned down, to have that time off.

We had a very good year for the EVA payout, the biggest one we have ever had and our first quarterly report shows positive results and as business continues to move forward, we are hoping for another positive EVA. Thank you to everyone who helped to make this possible.

In Solidarity,  
Diane Neely,  
Strattec Grievance Representative