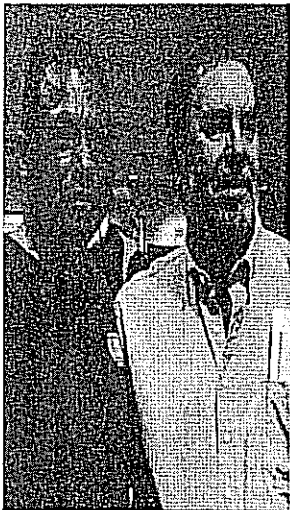


REPORTER

UNITED STEELWORKERS LOCAL 2-232

President's Report by Jesse Edwards



President Jesse Edwards with USW President, Leo Gerard

At SEIU,
A member was discharged and the Union filed a grievance. A third stage grievance meeting was held on October 2, 2015. The Union is currently waiting for an answer from the Company.

At Briggs,
The Union filed for an arbitration hearing for a discharged member. We are currently waiting for the FMCS to respond with a panel of arbitrators to select from. The new Richard Street Warehouse, (RSW), is open for business. However, it didn't start smooth. The members called me and they had

complaints about not being respected by management. The warehouse wasn't organized, which makes it extremely difficult to do your job and they were behind on shipping orders. The Company wanted to bring employees from McDonough, GA, to help out with shipping and organizing the plant. Grievance Representative, Erica Jackson and I met separately with the employees and the manager at the plant. Then the Bargaining Committee met with the VP from that division -
Continued Page 2

Special points of interest:

- **Briggs & Stratton Insurance Information on Page 4.**
- **The Next Membership Meeting will be held on December 6th, 2015.**
- **See the Briggs Report by Erica Jackson for Briggs Steward Information.**

Briggs Report by Ericka Jackson

Hello Brothers and Sisters: I would like to first introduce myself; I'm Erica Jackson, the Grievance Representative here at Briggs and Stratton, USW Local 2-232. The Union office inside the plant is located by column H31. When the light is off, I can be found by column D26 (second shift). I can also be reached by dialing **414-259-5333 ext# 2198**. Welcome to all the new members! I look forward to meeting those of you whom I haven't had the pleasure of meeting.

Next I would like to intro-

duce all the new Stewards.

First shift:
1501 Line Three- Develon Diggins
721- Paul Kitchen
1532, 1533- Tony Uravich
132, 735- Stan Quezaire
771,760,765,770,763 -Stuart Weary
719, 793, 794, 1450- Rayvon Patton
700, 720, 105- Eddie Sparks
472 -Shelby Singleton

Second shift:
1501 Line One- Hattie Marshall
472- Tequila Pugh
793,797- Tamicka Harris

If you do not see your depart-

ment listed, it's because we are still in need of a Steward for your area. So anyone who's interested, please see either myself or the Steward closest to your department.

I would like to encourage everyone to get involved. The Union is not just your President, your Bargaining Committee, your Grievance Rep, or your Steward, the Union is YOU!!! We are the Union, all of us together. So let's stand together united!!

Thank you!!
In Solidarity,
Ericka Jackson

President's Report, continued from Page 1.....

and after meeting with us, he went to the warehouse and addressed the manager. He also met with the employees and things are better as of today. The Union did agree to bring temporary workers in from McDonough, GA, to help out for two weeks after all qualified employees here were asked to work.

We have a big turnover of permanent employees and temporary workers at Burleigh. A few of the complaints are employees not being respected by management. The management team talks very rough to the workers. The Union continues to receive complaints from employees not getting proper breaks and it seems that in some situations, the work is not balanced.

Two members had a dispute at work and one of them wanted to write a grievance against the other one. The Steward explained that union members can't write a grievance against another member and the grievance would have to be written against a company representative. This caused a dispute between the member and the Steward. According to the Company, the Steward was the aggressor and was locked out at the M/F plant pending future investigation. The Steward reported he was sworn at and pushed in front of the Facilitator. The outcome is no one was disciplined and the Steward returned to work with back pay.

All four assembly lines are up and running. The last line started up at the end of September. On lines 1 and 2,

they are assembling pressure washers and on lines 3 and 4, they are assembling riders and tractors.

Safety: The Company had Lagers Roofers come in to remove asbestos from the roof over the old Die Cast/Grinding area. The asbestos was on the roof, in the piping and elbows. The size of the area was 40ft. The project took a couple of weeks, but the removal of asbestos took a couple of days. The employees were moved to a different area while the asbestos was removed.

The Union and the Company met to discuss the Company starting a Partnership in Youth Manufacturing Careers Program with the Milwaukee Lutheran Schools. They said they are looking at how to recruit people for manufacturing. They may offer an internship program to work at Briggs. They may work with GPS or School USA. They want the Unions support before they start the program. The Union is familiar with the GPS Program and thinks it could be a good fit. At this time, we are planning to meet on November 3, 2015.

EVA: The EVA percentage for the quarter that ended 9/30/15 was 108%. You have to average 110% to be eligible for a payout. Therefore their will not be a payout for this quarter. The Union will meet with the Power Products Division ASAP to discuss the percentages. *Here is the schedule for flu shots.*

Oct 27th (1:30-3:30pm) – Group Exercise Room (BP Cafeteria Entrance (front & back doors)) -Employees

Oct 29th (5-6:30pm) – Clinic (Entrance W14) –Covered Family Members

Nov 5th (1:30-4pm) – MFDC (Entrance N1A) –MFDC

Employees

Nov 10th (7-10am) — Group Exercise Room (BP Cafeteria Entrance W15) –Covered Retirees <65yrs old

Briggs/Pension-The new pension plan administrator is Fidelity beginning November 1, 2015.

At Strattec, The EVA was 10.02% and was paid out in August (8/21/15). The Company took 8.5 million out of the EVA pool and some of our members questioned if it was for an automobile recall as the Company claimed. On September 3, 2015 the Bargaining Committee and the Unions Financial Secretary/Treasurer, Ralph Schwieger, met with the Company. The Company gave us a presentation of what the money was allocated for and their auditor's recommendation of taking out 8.5 million for warranty costs.

A 3rd stage grievance meeting was held on August 27, 2015. We discussed 4 grievances; two were discharges and two for attendance/points. Two of the discharged members refused the Company's offer to return to work.

The Union's Bargaining Committee voted 3 to 2, not to arbitrate a grievance because of lack of merit.

The Company has created a new job in Die Cast. The title is, Die Cast Cellular Technician. Three Bugeymen have been added to Die Cast department. **Open Enrollment**

Open Enrollment is all business days during the month of November. You do not have to take the (HRA) Health Risk Assessment this year to be eligible for

President's Report, continued

medical insurance. You can select any option that's offered. However, during the State of the Business Meeting, the Company encouraged all employees to take the HRA.

New Equipment/Machines

The Company stated a second polishing machine has arrived. The new plating line is up and running. A new parts scanner and a new LAMA die cast machine are expected to arrive in October. The Company has also purchase a new burnishing machine. The Company also stated that some machines will be moved around and the production process may change to make room for more capacity.

All Units,

To all new members, at Briggs & Stratton, please see Bargaining Committee Members, Stan Quezair or Eric McCrory for your new member kit. At Strattec Security, please see Grievance Representative, Tim Reiter.

Laborfest 2015 - We had a good turnout from our members and retirees for Laborfest. We had great weather and a good time was had by all who attended. If you didn't make it this year, make plans to attend next year and spend our day, Labor Day, with your Union Brothers and Sisters.

Solidarity Event

The United Steelworkers

International Executive Board was in Milwaukee on September 21st and 22nd. Local 2-232, had 8 members attend the USW Solidarity Event. The International Union split into groups and then toured twelve different companies, including Strattec Security Corporation on the 22nd. Strattec Bargaining Committee Member, Yolanda Turner and Recording Secretary, Gloria Smith represented Local 2-232 during the Strattec tour. I was one of the van drivers and was assigned to take my group to Telsmith and C & D Technologies. Briggs and Stratton refused the tour request. They would allow the group a tour during the weekend, but not during the work week.

USW Scholarship/Leadership Training

In November, I will be attending the Scholarship Leadership Training Program in Pittsburgh, PA. I was selected by the International Union for this training and will graduate from this 4 year program at the conclusion of this training. The entire program is paid for by the International.

401K

All members should max out the 401k plans. At Strattec, the Company will make a matching contribution of 100% for up to the first 5%. At Briggs, the Company

will make a matching contribution of 100% up to the first 2% and 50% of the next 4%. If you contribute 6% the company will contribute 4%.

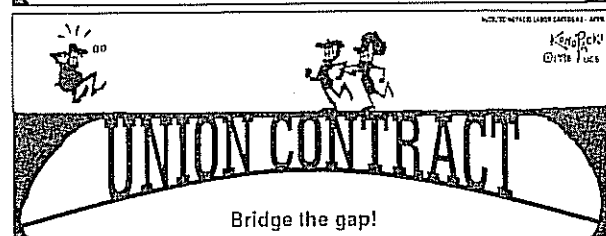
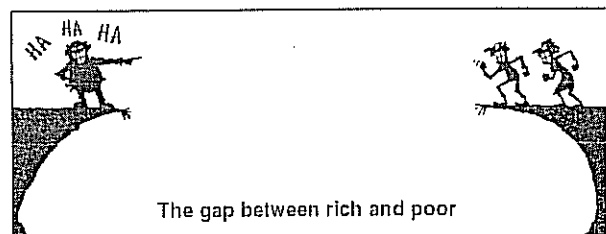
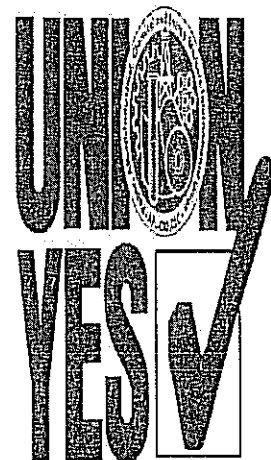
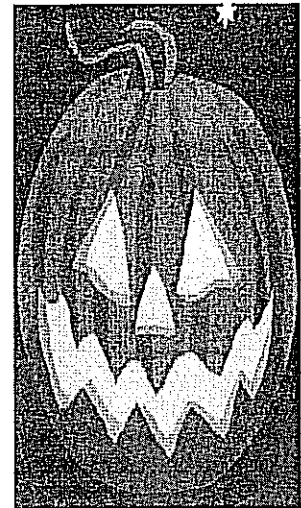
Pay increases August/September

The pay increase at Briggs on August 1st was 2% and at Strattec, the pay increase of 2.2% happened on September 21st.

Next union meeting

If you missed our last Union meeting you missed a lot. We had a well attended meeting with many new members being sworn in. All members were heard and voiced their opinions. Don't be left out! Our next Union Meeting is December 6, 2015 at 9:30am. This is your Union and I encourage all members to attend the next Union Meeting.

In Solidarity,
President
Jesse Edwards



Local 2-232 Reporter

October, 2015, Volume 36, 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., Strattec Security Corp. and SEIU Healthcare WI, Office 633 S. Hawley Road Suite 116

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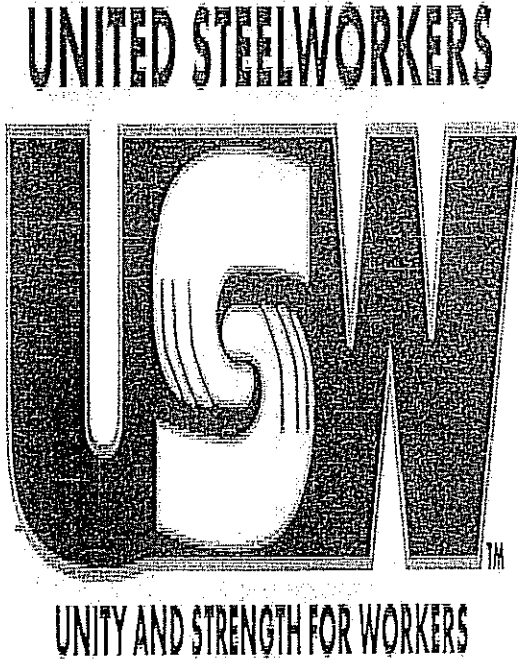
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The information contained herein is of informal nature and is not intended to be final and authoritative.

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



Briggs & Stratton Open Enrollment Information

Enrollment will take place **October 26 through November 6, 2015** with enrollment via self-service or @<http://mylinks.basco.com> (select *bswift*)

Medical carrier change to UnitedHealthcare (UHC) for Wisconsin-based employees. Employees residing outside Wisconsin will continue to have Anthem as their health plan administrator.

Looking for an in-network UHC provider? Check the UHC website @ <http://welcometouhc.com/briggs>

Would you like to speak to a UHC representative? Call the UHC Advocate4Me team at (844) 634-1232, available M - F, 8AM to 8PM

Spousal coverage: both legally married opposite-sex

and same-sex spouses may be covered under our benefit plans. Proof of marriage is required and Working Spouse Rules apply.

Plan offering updates:

Medical plan deductibles and coinsurance limits remain the same as in 2015

Dental and vision plan designs and rates remain the same as in 2015

2016 Health Savings Account contribution limits:

Individual limit is \$3,350 (no change)

Family limit is \$6,750 (\$100 increase from 2015)

Catch-up Contribution limit is \$1,000 (no change)

Company-paid Life and AD&D coverage NEW ADDITIONAL OP-

TION: \$50,000

To avoid paying income tax on your Company-paid life insurance volume over \$50,000, elect the new \$50,000 option. If you do not choose the lower volume, you will continue to receive 2 (two) times your base annual earnings in Company-paid life insurance.

Health Care Flexible Spending Account (FSA): maximum contribution increases from \$2,500 to \$2,550 to match the new IRS limit.

Humana Voluntary Benefits: Humana is making it easier to enroll by calling the call center or enrolling online during your enrollment process.