

REP RTER

OFFICIAL PUBLICATION OF PACE LOCAL 7-232

VOLUME 24, NO. 7

SEPTEMBER 2003

Winklbauer Elected Fin.Sec./Treasurer Weber Elected Trustee, Curro Elected Guide

by Scott Godshaw

With the retirement of Financial-Secretary/ Treasurer Joe Chambers on July 1, 2003, an election was held for that position at the membership meeting held on Sunday August 10, 2003 at Frank Monreal's El Matador. Ross Winklbauer, Trustee of the Briggs unit, ran unopposed for the position and will finish the term of Chambers. This created an opening for Trustee. Per our by-laws, if any Executive Board position is created by the filling of a vacancy, an election for that office will be held at the



**Newly elected officers-
Weber, Curro, Winklbauer
Photo by R. Curro**

same meeting. Thus, an election for Trustee had to be held. Guide Greg Weber chose to run for this position and was unopposed. This created an opening for Guide and an election was held for that position. Donn Stewart, steward from Department 797 and 2nd shift Chief Steward, and Debbie Curro, steward from Department M-8, were nominated for this office. Curro won this election and will be the Guide for the remainder of the term.

LABOR DAY 2003



Tom Bishanell, on his Harley, leads our contingent on Labor Day at the Laborfest parade. Photo by Ralph Schwieger

There was another great turnout for Local 7-0232 on Labor Day at Laborfest. The cloudy skies did not dampen our crowd as over 125 Local 7-0232 members, their families and friends marched in the annual Labor Day parade. It can't rain on our parade and it didn't. A fine time was had by all as the Summerfest grounds were taken over by Union workers from all sectors. Milwaukee Dustless Brush Strikers from Local 7-0852 led the PACE contingent at the parade. As always and even more appropriate this year, the Harley riders, fresh off their 100th anniversary celebration, led off the parade followed by the classic cars. Retiree Butch Ott once again drove his 1955 Chevy in the parade.

PRESIDENT'S REPORT

by Scott Godshaw

“EVA -a hot topic at both companies”

EVA was a hot topic as Strattec membership garnered a 12.27% payout and Briggs membership received a 1.83% payout for the first time in several years.

At Strattec, the company contributed \$5 million to the pension fund causing a positive impact on the EVA. Without this contribution, EVA would have been 9%.

Prior to the end of the fiscal year June 30, 2003, Karl Schneider was approached by the company to agree to reduce the cost of capital from 12% to 11% for Fiscal '04 and also use the 10 yr. T-bill instead of the 30 year T-bill. The 30 year T-bill is not in existence and by lowering the cost of capital that would increase the EVA. For example, if the cost of capital would have been 11% instead of 12% for this fiscal year, the EVA would have been approximately 13.4% instead of 12.27%. We agreed to do this.

Also at Strattec, the grievance that was sent to mediation and left there unresolved and voted to send to arbitration, is tentatively scheduled to be heard next month.

At Briggs, we received some additional bad news. The petition we filed for Trade Adjustment Assistance was denied by the Labor Department due to the fact that the jobs that were leaving die cast were not tied directly to going to a foreign market. The layoffs continue in die cast and all the external work will be gone by September 12.

The Health Risk Assessment concluded August 15th and anyone that went for the assessment, whether pass or fail, will receive a \$5 gratitude coupon to be used at the Quad Med Clinic for their co-pay.

Steward Training will be held on Wednesday September 10th at Frank Monreal's El Matador. I expect all stewards to attend. An informed steward is an effective steward.

Larry Bartling conducted his semi-annual informational meetings on August 26. The main topic was the Service Division from Menomonee Falls. It will be moving to Burleigh. There needs to be a good deal of refurbishing on the north end to make this happen. Plus, everything on the north end must be out by December of 2004. This would include the Outboard engine, which was launched last year, will be going to Briggs & Stratton Portable Products (formerly Generac).

Bartling also reiterated that the EX engine is still destined to be launched here in July of 2005 with assembly and minimal machining.

Bob Miller also gave a brief presentation of employee involvement at these meetings. I would like to see employee involvement save jobs then we could certainly accept it wholeheartedly.

**CONTINUED BENEFITS FOR
PACE LOCAL 7-0232
MEMBERS, RETIREES AND YOUR
FAMILIES**

We are pleased to announce that at NO COST to you or the union, **American Income Life, in conjunction with PACE Local 7-0232** has continued the **\$2,000 Accidental Death and Dismemberment Benefit for each member and retiree**. Also, at no cost for an entire year Health Services Discount Plan is available to our members and retirees. This plan will allow discounts with providers in Eye Care, Chiropractic Care, Prescription Drugs, Hearing Aids. This is not an insurance program. It will in no way change any of your existing insurance. It is simply a discount program that could help with out of pocket expenses. There is an optional Dental Discount Plan and more for you to enroll in if you so choose. These benefits are being provided through the cooperation of **PACE Local 7-0232 and American Income Life Insurance Company**.

American Income Life, a 100% Union Company, is rated "A+ Superior by A.M. Best Company. American Income has been doing business for more than fifty-one years serving Union members and their families in the spirit of "**BE UNION – BUY UNION**". All representatives of American Income Life are members of OPEIU Local 277. AIL and their programs are presented to help our members and their families. A notification of these benefits will be mailed **by the union** to our members. Watch your mail! All interested members should return the response card. As always, there is no obligation.

NOTICE:

Steward training will be held at Frank Monreal's El Matador, 9155 W. Bluemound Rd. on Wednesday September 10, 2003 - 12 noon for 2nd shift, 3:30p.m. for 1st shift (3rd shift stewards can attend either session) All stewards are expected to attend.

LABOR DAY 2003: A ONE DAY TRUCE IN THE WAR ON WORKERS

By David Newby, President
Wisconsin State AFL-CIO

Not a whole lot of the new wealth created in the 1990's when Bill Clinton was President "trickled down" to working people. But at least we made some gains and our incomes began to rise, and in fact rise faster than inflation.

Those advances came to a screeching halt once George W. Bush became President. That's not a partisan statement, made just because Bush is a Republican-it's a statement of fact.

Look at the record since Bush became President: Over 2.5 million jobs lost-most of them manufacturing (about 50,000 of them in Wisconsin) Over \$2.5 trillion (that's with a "t" in tax cuts-primarily for the richest folks in the country (the tax cut for half of Wisconsin's citizens in 2003 will be less than \$100). 41 million Americans without health insurance (over half a million of them in Wisconsin)-while **all** workers are in jeopardy of losing their health insurance, or having to pay more at the same time benefits are reduced. When Bush took office, we had a national Budget surplus. This year the **deficit** will be nearly \$500 billion (and that doesn't count the tens of billions spent on the wars in Afghanistan and Iraq). Our trade deficit this year will be a record \$500 billion as well. Every year the value of our exports falls further behind the costs of what we import, which simply can't go on forever. Bush has done nothing effective to create jobs for the unemployed, or to fund public education, protect the environment, or ensure health care and retirement security for all our citizens.

In addition, George Bush has moved aggressively to weaken and undermine unions:

One of his first acts in office was to ban Project Labor Agreements with the Building Trades for federally-financed construction projects-and ordered that notices be posted on all projects reminding workers that they didn't have to pay dues to their union!

He got Congress to repeal the "Ergonomic" Health and Safety standard that would have prevented hundreds of thousands of repetitive stress injuries (like carpal tunnel syndrome). Last year, he took away the right to have a union from 170,000 workers who were merged into the Department of Homeland Security. This year he made it illegal for airline screeners to form a union-the very people who need the protection to be able to speak up when airport security is not being adequately protected! Bush said it would be a threat to "national security" if they had a union!

The Bush agenda is far more radical than many who had voted for him predicted when he was elected on a platform of being "a uniter, not a divider". This administration is united all right-and it is the greatest threat America has ever seen: not just to the Labor Movement and the interests of working Americans, but to our very notion of government as the means by which we provide for our collective needs, pay for a public infrastructure, and protect the rights of citizens and workers.

So what do we do on this Labor day 2003, give up?

Hell, no! We organize!

First of all, we need to organize ourselves far better than we have in the past. We need to have the capacity to mobi-

LOCAL 7-232 REPORTER

September 2003 Volume 24, Issue #7
LOCAL 7-232 PAPER, ALLIED INDUSTRIAL, CHEMICAL AND ENERGY 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

e-mail -office@pace7232.org Website- www.pace7232.org
Hours 8:00a.m.- 4:00p.m. Monday through Friday

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

Editors: Scott Godshaw, Ross Winklbauer, Al Olivares
Officers: President: Scott Godshaw Vice President: John Nalepinski, Secretary-Treasurer: Ross Winklbauer Sr. Recording Secretary Tom Bishanell, 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

lize to protect each other and to drive the political process. (And that means starting now to get ready for the 2004 elections so we can make sure George W. Bush is a one term President.)

Second, it means we have to get serious about organizing new union members. Forty-two million non-union workers-that's 47% of all non-union workers! So we have to get out there and give these workers the opportunity they're looking for.

But we have to understand too that most protections for the right to organize have been taken away. In a report issued in 2000, the respected organization Human Rights watch stated that "Loophole-ridden laws, paralyzing delays and feeble enforcement have led to a culture of impunity in many areas of U.S. labor law and practice. Legal obstacles tilt the playing field so steeply against workers' freedom of association that the United States is in violation of international human rights standards for workers." So much for the United States being the "land of the free"!

Those who have been involved in organizing campaigns understand this. Those who have been on strike recently at Tyson Foods in Jefferson, Waukesha Engine in Waukesha, or Dustless Brush in Milwaukee understand this very well. But few in the general public do (including most union members). Few elected officials understand it either. Educating then about the need for fundamental law reform will be a major front in our fight-back when the war on workers resumes on Sept. 3.

This is a war we can win. But it will take dedication, sacrifice, hard work, and commitment. Nevertheless, it's worth it, because we fight not only for ourselves but for an improved standard of living and quality of life for generations to come. Economic justice in the workplace, social justice in our society: a worthy battle-cry! Solidarity!

Strattec Corner

By Bigg Al Olivares

Well, Brothers and Sisters it's that time again. For a change, I can actually start with some good news. Most of the people that were on lay off are all back with the exception of a handful that have certain restrictions or something of that nature. That's it for the good news. Now, with the current status of manufacturing in the United States and the never ending toilet bowl spiral we are in, Management still had time to play their role as fashion police. Yes, that's right, the safety glass issue and the whole taboo around different lens color. If I may jog everyone's memory, a few months ago I took it upon myself to scan the internet for some different styles of safety glasses that still offered the same amount of protection (Z-87), but also provided more comfort and yes, even a hint of style. I ordered a pair of these glasses in an amber tint and management did not have a problem with them, at least for the moment. Other people noticed my glasses and asked if I could order them some. No problem, and contrary to popular belief, I was not doing it to make money. It was just no big deal for me to order them. Moving on I decided to order a pair of the indoor/outdoor shaded glasses. At first, people looked at me and questioned their legality on the shop floor. After I had a run in with the safety man and him asking a few questions about the glasses (told him ANSI-Z87 Approved). He seemed satisfied and we parted ways. After a few more people began to wear this I/O lens color, managements stance began to change. After an investigation by management, they decided that the I/O and amber lens were not suitable for our application, however Vermillion (pink/rose color) are okay but no darker. It just frustrates me that the company would take something so trivial and make a big deal about it. I wish that management would be that aggressive when it comes to bringing new work to our outstanding Milwaukee facility and creating jobs. This is the kind of thing that ticks me off and a lot of our members also. Management blows the small things out of proportion while the bigger picture is that we (members) are going the way of the dodo bird. Extinct!! Subject to all this global trade horse-pucky that exploits third world countries while slowly turning America into one.

Morale

Everyone has heard the old adage. A happy worker is a productive worker. You would think management recognizing this would not be so fickle and trifle. As a bargaining committee, we try to tell management that consistency in management tactics across the shifts would benefit morale. Still to this day, however, these very inconsistencies exist between work group leaders and value leaders. The way they manage their respective shifts and value streams fuels the fire of dissension amongst our rank and file causing the shop floor to be the breeding ground for hate and distrust throughout our membership. To elaborate on management inconsistencies, for example, the way vacations are allowed, discipline is issued and so on

and so on. One foreman does it one way and another foreman does it another way. This puts Union leadership in a battle against a medusa of WGL's. Leadership is best done by example. I suppose if they are fickle and trifle, they must want us to be fickle and trifle. I mean really how hard is it to figure out working with us is better than working against us. Remember a boss is only as good as his or her employees. Right now we as members are doing our part. So management why don't you do yours? Stop wallowing in this cesspool of us against them and vice versa. We need to work together to ensure our future as a producer of locks and latches. Basically, when Mommy (WBL) and Daddy(WGL) fight, the children (Local 7-232) become the victims (job loss).

Let's get it together and make this money for all of us to enjoy. With a strong Union and the relationships with management we can make Milwaukee and America the strong, proud industrial superpower they once were, before the cancer that is corporate greed begins eating away at us. Wake up before it's too late.

In Solidarity,
Bigg Al

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)

Recall Dates-Briggs

(As of August 8, 2003)

Heavy machine operators July 11, 1978
Light machine operators July 21, 1977
Assembly December 19, 1977
Daywork L.G.18 or less August 25, 1977
L.G. 27 September 19, 1977

180 employees on layoff

Membership Meeting Recap

by Tom Bishanell

The membership meeting was held on August 10, 2003 at Monreal's El Matador, 9:30 a.m. sharp.

President Scott Godshaw presided over the meeting. A motion was made and passed to change the order of business to accommodate the election of Financial Secretary/Treasurer. It would be held immediately after the Trustee and Treasurer reports. Vicky Black read the Trustee Report. Ross Winklbauer delivered the Financial Secretary/Treasurer Report. He stated there were 1290 members at Briggs and 367 members at Strattec for a total of 1657 dues paying members in June. A motion was made and passed to accept the report as read.

Scott Godshaw then announced he would take nominations for the election of Financial Secretary/Treasurer. Ross Winklbauer was the only candidate nominated. The motion was made and passed to accept one unanimous ballot. Ross Winklbauer was now the new Secretary Treasurer thus creating an opening for Trustee. Once again Scott took nominations for Trustee with only Greg Weber being nominated. The motion was made and passed to accept one unanimous ballot. Greg Weber accepted the new position of Trustee creating an opening for Guide. Donn Stewart and Debbie Curro were both nominated for Guide. Stewart was given number #1 to be used for ballot purposes while Curro was given number #2. White ballots were passed out and while the Election Committee counted the votes, communications were given.

COMMUNICATIONS

Four "Thank You" letters were read.

PACE Local 5-0550 thanked us for the \$50.00 contribution to their strike fund but returned it as they are now back to work. They stated "Someone can use this more than us".

PACE Local 7-0852 thanked us for the \$100.00 contribution for the striking members at Milwaukee Dustless Brush.

AFL-CIO Community Services thanked us for participating in the 14th Annual Health and Hygiene Drive with a passed hat total of \$238.62.

UFCW Local 538 thanked us for the \$100.00 contribution for the striking workers at Tyson Foods.

Executive Board recommended motions that passed were as follows:

Re-new Wisconsin Labor History Society for 18 months at a cost of \$100.00 and drop the subscription to Wisconsin Historical Society.

Send the newly elected Financial Secretary/Treasurer and Trustee to the Training Workshop at PACE International Headquarters in Nashville, TN on September 18th and 19th. Purchase \$1200.00 worth of food and beverage tickets for Milwaukee LaborFest at the Summerfest grounds.

The Election Committee was now finished counting ballots. Debbie Curro, steward from M-8, was elected as Guide 38 to 13, over Donn Stewart.

REPORTS OF OFFICERS

Godshaw told a story about a special young man with downs syndrome who was working at Culvers restaurant. This young man was proud to have a job and he took joy in that. Godshaw stated that's what Labor Day's LaborFest is all about. Proud to be a laborer, proud to be a hard worker and proud to be a union member. He invited all to participate in the march.

At Strattec, the company announced last week that their E.V.A. for members would be 12.27%. The Company's contri-

bution of \$5 million to the Pension Fund had a positive influence on the E.V.A.

Scott said that as of now only two members are laid off with limitations. One pieceworker and six skilled trades were also out on voluntary layoff. Since the last membership meeting, the Union heard a third stage on June 25th. There were two discharge grievances that were denied. There will also be an additional third stage in September. This leaves us with two grievances, a discharge and a vacation issue. The grievance that had gone to mediation will be arbitrated in the near future.

At Briggs, the E.V.A. will not be announced until Friday August 15th. In the Menomonee Falls service division, Godshaw told of the physical job descriptions the company wants to implement for the DC Associate 2, 3, 4 and material handlers. The union is not in agreement as the company wants to give a physical to members coming back from sick leave, industrial leave and transfers. This is not in the contract nor was it ever brought up across the table.

In Die Cast, the layoffs are happening and all external work should be gone by September 12th. Scott reported a W.A.R.N. notice was given for September 12th in Dept. 198. If a waiver was signed, they would place you on involuntary layoff now. In M-8, a W.A.R.N. notice was given for the whole department even though model 9's and O.H.V. Flywheels are scheduled to run through fiscal 2004. The V-Twin Flywheel will also run until Auburn is self-sufficient.

The Union received some bad news from the labor department in that the petition for Trade Adjustment Assistance was denied. The Health Risk Assessment will continue through August 15th. Scott said Steward Training would be held Wednesday Sept. 10th at noon and at 3:30 p.m. He also plans on doing a special retiree issue instead of including it in a regular Reporter edition.

Mike Merrill reported that the cam cell will be outsourced at the end of the year. Originally, the Company wanted us to train the new manufacturer. This action was vigorously opposed and now only an observation will be given. He reported also on the updates for M3 and M7. The Outboard line was reducing its run rate from 125 to 75. The Micro line had one order for 600 and MED South has no production changes.

Jesse Edwards reported that Die Cast laid off 72 employees on July 25, 2003. The job elimination will occur until September 12th. After this date only Briggs & Stratton parts will be cast in the 24 remaining machines. In M-8, Jesse stated a W.A.R.N. notice was sent affecting 42 jobs on or about September 15th. This notice was not completely accurate. V-Twin production would be 400-500 per day. The Company plans to outsource Cams and Counterweights. The Model 9's and O.H.V. will be machined here with everything subject to change. In M-3, Jesse said the Model 9 heads are scheduled to be eliminated Sept. 19, 2003 and the Model 9 covers on Oct. 17, 2003.

Tom Bishanell gave the Timestudy Report. Five piecework grievances were settled at Briggs in the April, May, and June quarter. There are 54 outstanding piecework grievances and 27 job evaluation grievances remaining. Strattec has 1 piecework and 1 job evaluation grievance remaining.

The next meeting will be held at Frank Monreal's El Matador, 9155 W. Bluemound Rd. September 21st at 9:30 a.m.

News from your Convention Delegation

by **Dennis Nowak**

Dear Brothers and Sisters, thank you so much!

What a wonderful experience you gave to me by electing me as a delegate to our PACE Union's National Convention. It was awesome! As a first time delegate, I was able to experience the aura of solidarity shown by the over 1,714 delegates, 325 alternates, Executive Board and staff members from across the United States and Canada. It was wonderful to see the way the business of the convention was conducted with structure and professionalism. The ability of the delegates to work together through information and debate on the issues was the core of our responsibilities at the convention.

The experience of being there when PACE announced its support for Representative Dick Gephardt for President and his speech. Also the speech of Brother PACE member, representative Mike Michaud of Maine and that of AFL-CIO President John Sweeney. Their comments were pinpointed at our very issues of health coverage, job loss and the dignity of workers. It's encouraging to know that there are others who feel our pain and are willing to assist us in our struggles.

Again, I want to express my appreciation to you all with a special thanks to Ralph Schwieger for giving me the opportunity to serve you.

In Solidarity,
Brother Dennis Nowak

by **Scott Godshaw**

The PACE International Union held the first Constitutional Convention in Las Vegas on August 18-22. The theme for the convention was "One Union, Many Voices, One Purpose".

First of all, we heard the eloquent speeches during the course of the week from International President Boyd Young, Mr. Fred Higgs, General Secretary ICEM, AFL-CIO President John Sweeney, U.S. Representative Richard Gephardt (who PACE endorsed for President) and Congressman Mike Michaud (D-Maine), a former PACE worker for Great Northern Paper Company.

Our delegation worked extremely hard as we discussed, debated and voted on over 63 resolutions during the course of the week.

Walking with our convention delegates and alternates (nearly 2000) for a rally in support of our fellow PACE brothers and sisters from Medco Health Solutions during lunch hour was also impressive.

We also had the responsibility to elect a new International Executive Vice-President for our Region because Vice-President Leon Towne retired. International Representative, Richard LaCosse, who our delegation unanimously endorsed, was elected as Vice-President and Director of Region X decisively. We also elected a rank and file Advisory Board Member, Jim Conroy and his alternate, Rick Smeltzer.

All in all, it was an extremely well-run convention and as always I am proud to serve our membership as a delegate.

In Solidarity, Scott Godshaw

by **Ross Winklbauer**

I have to admit I was very impressed with the way President Young ran the Convention. He was very well prepared and kept things running smooth.

I was also impressed with the way the delegates showed their support to the workers from Medco by marching with our Union Brothers and Sisters. Over 1500 PACE Union members marched in the 108° weather, giving up their lunch time to spend it with them. The PACE delegates voted to endorse Richard Gephardt for President. We got to listen to a great speech regarding the issues that effect our members such as health care and family supporting jobs. I have had the honor to go to many conventions over the years, but this one was one of the best. Thank you.

by **Mike Merrill**

Once every 4 years at our International Convention, we have an opportunity to have a voice within our International Union. I was proud and pleasantly surprised to see how well democracy worked. There were a lot of debates on many issues. President Boyd Young allowed everyone's voice to be heard.

I was glad that we at PACE endorsed U.S. Representative Dick Gephardt (D-Mo.). He is one candidate that stands up for workers rights. He was one of the few that took a strong position against NAFTA. And if elected President, he does have a plan for national health care, a major issue for all Americans.

Once again, I would like to thank the membership for electing me as a delegate.

In Solidarity,
Mike Merrill

by **Jesse Edwards**

I was proud to be a delegate for the PACE International First Constitutional Convention that was held the week of August 18-22, 2003. The highlight was a chance to meet Democratic contender for President, Richard Gephardt, who spoke to all of the delegates at the convention. Another highlight was walking the picket line with other delegates and the PACE local who were having a very tough time trying to negotiate a fair contract. That local was very thankful that we took the time from our lunch to walk with them. We also elected a new Vice-President for Region X, Richard LaCosse. President Young said labor has two options; to organize or die. My purpose is to move your agenda. One Union, Many Voices, One Purpose.

Ask your Lawyer

By Thomas Flanagan
*Previant, Goldberg, Uelman, Gratz, Miller &
 Brueggeman, S.C.*

WHAT IS A POWER OF ATTORNEY?

A power of attorney is a written contract between an individual (the principal) and a person chosen by the principal (the agent) to act in place of the principal for purposes stated in the contract. A power of attorney can only be executed when the principal is competent.

WHAT IS A DURABLE FINANCIAL POWER OF ATTORNEY?

Through a Durable Financial Power of Attorney, the agent acts in the principal's place with respect to the principal's financial affairs. A Durable Financial Power of Attorney survives if and when the principal becomes incompetent, but is also effective prior to incompetency. The following are some examples of powers a principal may grant to an agent under a Durable Financial Power of Attorney: conduct banking, file taxes, buy and pay for insurance policies, manage and sell real estate, buy and sell securities, have access to a safety deposit box, or manage IRAs and retirement plans.

WHAT IS A POWER OF ATTORNEY FOR HEALTH CARE?

Through a Power of Attorney for Health Care, the agent may make health care decisions on the principal's behalf, if the principal cannot, due to incapacity.

WHY DOES A PERSON NEED A POWER OF ATTORNEY?

Unfortunately, there are times when a person unexpectedly becomes incapacitated, for example, due to a stroke or sudden illness. When that happens, it is not possible for the incapacitated person to make decisions on his or her own that have legal effect. For example, the person could not unilaterally write a check to pay bills, cash checks, buy or sell a home or cancel a lease. The person would not be capable of answering questions regarding his or her health care.

A Durable Financial Power of Attorney allows the agent to carry on the principal's financial affairs, while a Power of Attorney for Health care allows the agent to make health care decisions on behalf of the principal. If an incapacitated person does not have power of attorney documents, it may be necessary to commence a court procedure to have a guardian appointed. Guardianship procedures are often time-consuming and expensive.

A power of attorney offers the following advantages: (1) It puts decision-making in the hands of a trusted relative or friend; (2) it avoids conflict among family members and/or health care providers; (3) a Durable Financial Power of Attorney may allow the agent to spend-down the principal's assets for purposes of avoiding nursing home charges; and (4) a Power of Attorney for Health Care allows for admission to a nursing home for continuing care without the need for a guardian procedure.

Grievance Rep Reports

Briggs & Stratton Second Shift

by Jesse Edwards

DIE CAST

The Company laid off 72 employees on July 25, 2003. Eleven machine attendants were laid off on August 8 and 8 set up were laid off August 15 also. The job elimination is expected to occur until September 12, 2003. After September 12, die cast will be casting only Briggs & Stratton parts. The company plans to keep 24 machines in die cast. They will run production in 18 machines with 39 tenders and each set up will be expected to watch 2 machines. They will run production on all three shifts. The total number of members being eliminated on September 12, 2003 is 78 according to the W.A.R.N. notice.

M-8X/FLYWHEEL

The employees in department M-8X received a revised W.A.R.N. notice that stated 42 jobs would be eliminated on or about September 15, 2003. The manager from the area said the W.A.R.N. notice was not accurate. He held a department meeting on July 30, 2003 to explain the future of M8X. He stated the V-Twin production run rate would be 400/500 per day. They plan to outsource the cams and counterweights, however they don't have a supplier yet for the counterweights. That leaves the model 9's and the OHV (snowguard) to be machined here. All of this is subject to change, the Union will keep you informed as changes occur.

M-3Y

Department M-3Y is currently machining the model 9 heads, covers and cylinders. The heads are scheduled to be eliminated on September 19th and covers are scheduled to be eliminated on October 17, 2003. There is no confirmed date as of this time as to when the cylinders will be eliminated.

DISCHARGED MEMBER

A few months ago a member had been discharged. Based upon the circumstances, it seemed as though he would not be returning to work here. The Union did not give up hope of reinstatement. The individual did seek help with a therapist and the company was willing to listen. The outcome was positive and the member was reinstated with recall rights.

AUGUST 1ST

Your disability benefits increased to \$315.00 per week. Your pay increase was 2.5%.

In Solidarity,
 Jesse Edwards

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 7-232 is providing free legal consultations with lawyers from the law firm of Previant, Goldberg, Uelman, Gratz, Miller & Brueggeman at the Local 7-232 Union office, 8500 W. Capitol Dr. Legal clinic hours: 1:00P.M. to 4:00P.M. First Monday of the month. Call for an appointment 463-7425.

UPCOMING EVENTS

September 10th- Steward Training

September 21st - Membership
Meeting

October 13th- Columbus Day

October 19th -Membership
Meeting



November 11th- Veteran's Day

November 27th-Thanksgiving

December 7th- Membership Meeting

December 24th-January 1st -Christmas
Holiday

January 2, 2004 -Return to work

January 18, 2004 - Membership meet-
ing

September Membership Meeting

Sunday

September 21, 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.**

Briggs Retiree Club

With Summer coming to an end, let us all prepare ourselves for our indoor events. We should be having our new schedules at our next meeting on September 17th at the American Legion Post 449 located at 3245 N. 124th St.. The doors will open at 12 noon.

We will be starting Bingo in October on the 2nd Wednesday of the month (October 8th). We will have our meeting on October 15th. Try and attend.

Anyone interested in joining our club can call Erma Gorecki 262-781-8951. The dues are \$24.00 per year or \$12.00 for 6 months. (Jan.-July & Aug.-Dec.)

Our get well wishes to Delores Higgins, Bob Rollinger, Marie Musil, Jim Henry, Gerald Lyden and Nancy Cammazk.

Hope to see you all at our next meeting.

Take Care & God Bless

Frances Capello

Corresponding Secretary

262-251-7514

Entertainment 2004 Book Sale to Benefit Community Services:

Entertainment books will be sold at Briggs to benefit Community Services. The cost per book is \$35. If you wish to purchase a book (or more) contact Leroy in the Rehab Department Ext.5703. Please make checks payable to Community Services.