

REP REPORTER

OFFICIAL PUBLICATION OF PACE LOCAL 7-232

VOLUME 25, NO.10

DECEMBER 2004

Strattec to add new work Insurance Rates Revealed

by Al Olivares

In mid to late October, a potential customer came through on a tour of our facility. That tour now led to that potential customer now being a new customer. Due to the sensitive nature of this work and confidentiality, we are unable to reveal the customer at this time. This customer not only brings good to high volume for the Die Cast area, these new products would open new doors to Strattec as a supplier. One of these new products we would manufacture is a counter-weight for a door handle. This customer is a tier one supplier for General Motors, Ford and Chrysler. They are also a tier one supplier for Honda, Toyota and Nissan, which covers the foreign market.

This is the type of thing that will continue to offset the de-contenting of our traditional lock business. The Union has and will continue to do its best to pursue and open doors for new business to keep a lifeline going in the Milwaukee facility. This is positive for everyone and I hope that this is merely a stepping stone for our future.

Insurance

Medical Insurance rates were rolled out November 11, 2004. The usual plans were still there, but the company also rolled out what they call a Healthy Consumer PPO Plan. For actual price amounts, please refer to the company's document, Appendix A. However, I am going to break down the percentage changes. In EPO 1: Single decreased 34%, Employee and Spouse decreased 29%, Family decreased 28%. EPO 2: Single increased 26%, Employee and Spouse increased 28%, Employee and Children increased 27% and Family increased 28%. PPO: Single increased 77%, Employee and Spouse increased 80% Employee and Children increased 3% and Family increased 62%. The reason for the greater increase in the PPO plan is that the company froze the rates for two years to make the PPO more appealing and to install a basis for consumerism. During those two years there was an exodus from the EPOs to the PPO that drove up the usage which in turn

drove up the rates.

The Union has and will continue to seek out more affordable health care options for membership and supply that information to the proper members of management.

Union Dues Paid for 2004

Briggs	\$36.35 X 8 months	=\$290.80
	\$37.63 X 4 months	=\$150.52
	Total	=\$441.32
Strattec	\$35.84 X 7 months	=\$250.88
	\$37.44 X 5 months	=\$187.20
	Total	=\$438.08

NOTICE:

**Nominations will be taken at
the January Membership
Meeting
Sunday January 16, 2005 at
Frank Monreal's El Matador
9155 W. Bluemound Rd. at
9:30 a.m. for
2 Briggs Grievance Reps, 1st
and 3rd Shift
1 Briggs 2nd Shift Grievance
Rep
1 Strattec Grievance Rep and
1 Trustee at Large**

PRESIDENT'S REPORT by Scott Godshaw

Election over, we have to move on; Positive News at Strattec

With the election now over, we have to move on. This Local did everything in our power to help Senator Kerry win the election but it was not to be. The only thing we had some control over was Wisconsin and we are proud to say that Senator Kerry did win in Wisconsin. I would like to thank all the members that participated by volunteering their own time to distribute leaflets to the members. I would also like to commend and thank Ralph Schwieger for the excellent job he did while serving as the PACE International Region X Field Co-ordinator for the 2004 Presidential election.

Our congratulations also go out to Senator Russ Feingold for his successful re-election. It is good to know that Labor still maintains a true friend and watchdog in the United States Senate.

Strattec

At Strattec, the Bargaining Committee met with CEO Harry Stratton on October 18, 2004. It appeared to be a positive meeting as Harry Stratton is willing to look at bringing in more work, especially in the Die Cast area. Since, we have been informed that Strattec is pursuing some new business ventures and those ventures could result in some additional work here in Milwaukee. This is gratifying news that an attempt is being made to try and continue to save Milwaukee.

The Committee also met with the company on November 11th to inform us of the new insurance rates and their new High Deductible option plan, which is mandatory for the salary people. The same plans; EPO-1, EPO-2 and the PPO are intact, with the High Deductible plan as an option. Be forewarned that if you choose the High Deductible plan, you will be paying a lot more out of your pocket if medical attention is required.

Briggs

At Briggs, we have received several WARN notices from the company. On or about December 23, 2004 in Department 771, there will be a reduction of one job and in Department 351, there will be a reduction of approximately 4 jobs. On or about January 1, 2005, there will be a reduction of approximately 8 jobs in Department 192. These Die Cast jobs are associated with Small Engine Division. Dave Debaets had informed us that these jobs were not under his control when Milwaukee became part of Large

Engine Division. And the other WARN notice we received was from Department 700 (Maintenance) where 3 jobs will be permanently reduced on or about January 15, 2005.

We also received an official 30 day notice from the company regarding the Memorandum of Agreement concerning the Seven Day/Twelve hour language for the Heat Treat department. The Collective Bargaining Agreement does allow the possibility of entertaining other alternative 12 hour shifts to the one currently in the contract. The Bargaining



Committee along with the steward from Heat Treat have met several times with the company regarding all aspects of the 12 hour shifts. One such schedule was a 7 on, 7 off 12 hour schedule. It was determined, however, that for safety purposes, it could be harmful to the employees. The new schedule will now start after the first of the year. At this writing, there is one alternative other than the one in the

contract still being contemplated and a determination will be finalized after the Thanksgiving holiday.

Reminders

This is a reminder that any documents that you sign for the company, you should read fully and question anything you do not understand before you sign them. Remember, always read the fine print. This is especially true in the worker comp and/or disability area.

Also, if you make any changes to your retirement, the Retirement department in benefits or Mercer must be aware of these changes.

Happy Holidays

Since this will be our last issue of the year of the *Reporter*, I would like to wish everyone a Happy Healthy Holiday season.

Community Services

And speaking of the holidays, there are members that are less fortunate and need our help. Friends of Community Services will be having their annual collection at the gates on 3 Fridays; December 3rd, 10th, and 17th. Also there is a special need for younger adults and children for new and cleaned used winter clothing such as; coats, sweaters, scarves, mittens and gloves. There is also a need for new and used clean toys, games, stuffed animals and books. Please find it in your hearts to give generously.

ASK YOUR LAWYER

by Thomas Flanagan

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

Don't Assume the Doctor Knows

Work exposure, (wear and tear) injuries require special attention to detail when reporting the injury to the doctor. Many times workers say "my doctor knows what I do." That may be true, but what is in your doctor's head, also needs to be in your chart notes as far as your job activities for these types of injuries. Most often these types of injuries involve repetitive use of the back, shoulders, elbows and wrists. Don't assume the doctor knows about your job. A chart note that says "employee does repetitive work" is not going to be sufficient to win your case, in most instances. The administrative law judge will be more impressed with a doctor's opinion of causation if the doctor shows that he/she has a good understanding of your work. Make sure that the doctor writes down the details of your work in the chart notes, or if you think the doctor will be too busy, write out a statement (make sure it is accurate) and ask the doctor to make it part of his/her chart for future reference in determining work-relatedness. Cover such things as range of weights, numbers of repetitions in an hour, number of weeks in a year, and the number of years you have been doing the activity. Once the doctor starts doing this math it will become more obvious that work caused the injury. Doctors usually do not go to worker's compensation hearings, but their notes and reports do. The more that is in the notes, the stronger your case is going to be.

If you have questions on worker's compensation, personal injury or social security disability, please feel free to call the Previant, Goldberg, Uelman, Gratz, Miller & Brueggeman law firm at 414-271-4500 (Milwaukee) or 262-789-5000 (Brookfield) or 800-841-5232 (statewide toll free).

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 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 414-463-7425.



IN MEMORIAM

Act.	Wayne Petroske	Ret.	Adeline Rife
Act.	Randy Karpinski	Ret.	Pearl Semple
Act.	Larry Rosenthal	Ret.	Mardell Griffin
Act.	Joseph Vogds	Ret.	Timothy Graf
Ret.	Dorothy Miller	Ret.	Anna Hempel
Ret.	John Hannon	Ret.	Gisella Wood
Ret.	Darleen Debban	Ret.	Irene Wilder
Ret.	Ronald Campeau	Ret.	Dolores Koester
Ret.	Robert Kaley	Ret.	Dieter Zapf
Ret.	Ralph Herda	Ret.	Donald Alby
Act.	James Kennedy	Ret.	Patricia Igniatovic
Ret.	R. B. Fisher	Ret.	Mark Duket
Ret.	Evelyn Thomas	Ret.	Ann Henger
Ret.	John Reitman	Ret.	Robert Decker
Ret.	Blanch Knuth	Ret.	Croisatiere
Ret.	Mary Tess		Roderiave
Ret.	Richard Zekich	Ret.	Eugene Simon
Ret.	John Riecan	Ret.	Barbara
Ret.	John Buddle		McClendon
Ret.	Beatrice Jordan	Ret.	Donna Dragich
Ret.	James L. Humphreys	Ret.	Danica Braovac
Ret.	Gilbert Lublow	Ret.	Nicolas
Ret.	Roy Crouch		Ruckstadter
Ret.	Theresa Amrein	Ret.	Edna Marten
Act.	Ken Lucas	Ret.	Rosemary
Ret.	Catherine M. Belling		Kowalski
Ret.	Bolish Graczyk	Ret.	Valentine Molitor
Ret.	Roger D Seibt	Ret.	Joan Starker
Ret.	Lucille Brown	Ret.	Elanor Lehnert
Ret.	Nicholas Etzel	Ret.	Mae Roby
Ret.	Donald Fredrickson	Ret.	Leonard
Ret.	Frances Holm		Brezezinski
Ret.	Exxie Lee Stamper	Ret.	Allan Radank
Ret.	Hattie Gertshen	Ret.	John Langford Jr.
Ret.	Charles J. Grubor	Ret.	John B. Kuhn
Ret.	Dorothy Jelinek	Ret.	Chester Gilmeister
Ret.	Ernest Passehl	Ret.	Patricia Ryser
Ret.	Alyce Neuwirth	Ret.	Richard A. Glover
Ret.	William Robinson	Ret.	Loretta Konkol

Seasons Greetings

from PACE



Local 7-232

Membership Meeting Recap

by Tom Bishanell

The membership meeting was held on October 17, at Frank Monreal's El Matador, at 9:30 a.m. President Scott Godshaw presided over the meeting. An immediate motion was made to dispense with the normal order of business for guest speaker Bill Kitson to have the floor.

Kitson encouraged our members to continue to donate to United Way, even though Briggs and Stratton has no formal plan anymore. United Way still changes many people's lives.

Greg Weber gave the Trustee's Report for August and September. Ross Winklbauer gave a combined Financial Report for August and September. Ross noted at the end of September our Union had 1,035 members at Briggs & Stratton and 316 members at Strattec.

Communications

The Executive Board recommended the following motions that passed:

Purchase 4 tickets for \$60.00 for the Milwaukee County Labor Council's annual C.O.P.E. fundraiser on October 29th and give them to members on a first come, first serve basis.

Donate \$50.00 to the Special Olympics of Wisconsin to encourage and enhance their athlete's lives.

Donate \$100 and \$250 respectively to Strattec and Briggs and Stratton Retiree Clubs for their annual holiday parties.

Reports of Officers

President Godshaw reported that the insurance rates for Briggs are the correct rates. The Union had Aurora run the numbers and they felt we should have been paying more in 2004 for any of the Aurora plans. On Tuesday, October 19th, Deborah Edwards, the Union's International insurance expert would be in town to meet with the underwriters from Briggs to see if the numbers are accurate. Scott said the company had stated that they were fulfilling their contractual obligation and they were unwilling to throw any more money at insurance.

M-3 will be done at the end of this month, ending the last machining at Briggs and Stratton. Scott said because of this, the Bargaining Committee has agreed to combine the Assembly and Machine Operators for layoff and recall purposes.

Die Cast will eventually be eliminated. The new company, Leggett and Platt will begin making castings in January of 2006 and all of our die casting should be gone by June of 2007.

At Strattec, Scott reported that the Bargaining Committee was scheduled to meet with C.E.O. Harry Stratton on his vision and the future of Milwaukee.

The insurance rates were not released yet but contractually Strattec pays 80% of the premium. Scott stressed that the Union continues to explore alternatives that might be beneficial in lowering any cost to current plans.

Also at Strattec, the assembly reduction was pushed back to October 25th to coincide with the reduc-

tion in Department 90. This will include four pieceworkers and one dayworker.

Scott closed by stating the Union had done everything in its power to inform our members on the differences between John Kerry and George Bush. This included leaflets passed out at the shop, leaflets mailed to your homes, information on our Web Site, and information in the *Reporter*. The choice is clear that John Kerry best represents our interests as a working class labor movement. He encouraged all to get out and vote on what is best for you, your family, and for working people.

Vice President Fred Schmidt informed members that with the help of all shop stewards, 970 rapid response raffle tickets got submitted for a chance to win a Harley Davidson motorcycle.

Mike Merrill encouraged everyone to get out and vote especially because Wisconsin is a "battleground" state and Bush is killing working people. The Micro Line went down from 1,000 to 750 engines per day. There are no plans for the Micro Line to move out despite the rumors.

Mike said coils would be adding a small third shift of five operators and nine members received a WARN notice for the end of November in Department 238.

Jessie Edwards informed us that the Company approached the Union about Heat Treat going on 12 hour shifts. He also echoed the plea to get out and exercise your right to vote.

Karl Schneider, Strattec's grievance rep, reported that the company was actively seeking new work programs. The Union was continuing to encourage the company to add a third shift to the Service Department. Strattec had not put out their insurance rates. He closed by stating it was learned at the Fin. Ops. Meeting that sales were flat.

Barb Schuller stressed once again the importance of this year's election. She added the fact that Briggs has just outsourced 1.2 million mufflers to Taiwan.

Ralph Schwieger, Field Representative for the International election campaign for John Kerry, told members that signs and bumper stickers were available and asked members to help get them out. Ralph reminded us of the travesty of the last presidential election when one million people of color were forbidden to vote in the state of Florida. He stressed that volunteer time was still needed and he ended by thanking all those who helped get the John Kerry leaflets out at the various plants.

Tom Bishanell gave the time study report for July, August and September. He highlighted the fact that there was only one piecework grievance remaining at Briggs and Stratton.

The next membership meeting will be held Sunday, December 5th at Frank Monreal's El Matador, 9155 W. Bluemound Road at 9:30 a.m.

Strattec Corner

by **Al Olivares**

Happy holiday Brothers and Sisters. Let's get right to the nitty gritty. As we all know insurance cost is an issue. No brainer. My personal issue is with the deliverance of the information brought forward in the open enrollment meetings. I'll make a long story short. It really ticks me off that when membership attends an informational meeting on insurance, and is bombarded with heavily opinionated comments. For example, telling the people that there is no laws that mandate providing healthcare by the employer. Well, that is true, but that is also one of the very reasons organized labor exists.

Union officials long ago fought hard for us to have this among many other benefits. So please don't make it seem like you are doing the membership a favor or being the better person. We fought and earned this benefit via negotiations. Also, that very well may be a law in the outside world but in our world it is contractual that the company will offer healthcare for the life of this contract. I understand that there are trends in worlds similar to ours in attempt to curtail cost of healthcare by pushing consumerism or in other words a more cost savvy participant. That is fine, I guess. You have to try to do something to help lower cost. However, introducing a high deductible plan mainly takes cost from the company and loads that burden back on us, the employee. Of course, the thought behind that is the more that comes out of the pocket of the participant, the less the company has to pay for a plan as a whole which of course makes their contractual obligation less, financially. Go figure, so is it an option put in place to help encourage a smarter healthier participant or is it just a little easier on the pocketbook of the company?

Now, telling us, the membership, that you forced your salaried employees into this plan is kind of confusing, at least for me. You would think if it was so great, you would leave a couple of options out there for them and let them make a decision based on their personal needs and what best suits them. I guess the bottom line on that is if the plan is so great then how come you have to force them into it?

Anyway, I suppose what I am trying to get at here is it appears that there may be a seed being planted, or setting the table, whatever term works best for you, for insurance negotiations. That is just my interpretation of the writing I see on the wall. It makes me very uneasy that there would be an attempt such as this to get into the heads of membership leaving them with a mindset that this is the way it is

going to be no matter what. Well, I'll tell you what this is. This is a negotiable issue that will be addressed at the proper time and until then we will have insurance in place as prescribed by the labor agreement. It is my feeling that the forum this propaganda was delivered was improper and to say the least rude. Give membership more credit than that. We will deal with these issues at the proper time and in the proper forum.

Emotional Rollercoaster

Enough about that, in other news at our somewhat empty facility, it is quite the emotional rollercoaster with the lows of job loss and the highs of new business with potential high volume. I just hope we have seen the end of the lows on this rollercoaster and now we will start to see the highs more often. Good job, to membership and management personnel that achieved these new ventures. It takes two to tango and we danced our butts off on this one. Again, Happy Holiday, I am Bigg Al and I approve this article. Hehehehe.

LOCAL 7-232 REPORTER

December 2004 Volume 25, Issue #10
**LOCAL 7-232 PAPER, ALLIED INDUSTRIAL,
 CHEMICAL AND ENERGY WORKERS
 INTERNATIONAL UNION**

*Representing employees of Briggs & Stratton
 Corp. and Strattec Security Corp.*

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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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Briggs Bargaining Committee: Scott Godshaw, Mike
Merrill, Barb Schuller, Jesse Edwards, Tom Bishanell
Strattec Bargaining Committee: Scott Godshaw, Karl
Schneider, Dennis Nowak, Al Olivares

December Membership Meeting

**Sunday
December 5, 2004
9:30 a.m.**

**Frank Monreal's El Matador
9155 W. Bluemound Rd.**

IMPORTANT BUSINESS

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

UPCOMING EVENTS

November 25-26- Thanksgiving Holiday

December 5- Membership Meeting

December 24- December 31- Christmas Holiday

January 3- Return to work

January 16- Membership Meeting
(Nominations for Grievance Reps and Trustee at Large)

January 17- Martin Luther King Day



Briggs Retiree Club

With another year coming to an end, and the year 2005, just around the corner, we, the committee, want to wish you all a Very Special Happy Holiday Season.

On December 5th, our Xmas Party will be at Alioto's on Mayfair Road, south of Burleigh, Sunday in the main floor dining area. Doors open at 11:00 a.m., lunch at noon. Dancing and door prizes will follow. There will be free beer and soda, as well as fun for all. Bring your birthday and anniversary cakes to our January meeting.

Wednesday December 8th will be our last bingo for 2004. Pick up your new year's events at our next meeting. Please bring your \$5.00 door prize to Jerry Kunda at our January meeting. Names are drawn at every meeting for door prizes and for money prizes.

Remember, you must be a paid up member to attend any of our events. Dues are \$24.00 per year. Call Erma Gorecki at 781-8951 for more information. You can pay your dues at our next meeting.

We especially want to thank Briggs and Stratton for their generous donations to our club all year and also to PACE Local 7-232 for letting us put an article in their *Reporter* each month. Let us also thank our Entertainment Committee and their helpers for all the help. Without them, we could not survive. Thanks to all of you, "You are super, caring people."

Our get well wishes to Fred Holtz, Lucille Schmitt (and I carelessly turn, over lifted and pulled a muscle. Visited the doctor and am hoping it heals in a short, but painful, time.) Also our sympathy goes to the families of Bill Ohm and Rosemary Kowalski, who passed away. They will be deeply missed.

Remember all our events are at the Post 449, located at 3245 N. 124th Street. Also cards are played every Tuesday at 12 p.m. (Sheepshead) Tournament prizes are given free at every table.

To see my report, you can turn on your computer at www.pace7232.org or you may also pick one up at the Union Office, 8500 W. Capitol Drive. There will also be some at our Club meetings.

Hope to see you all at our coming events.

Once again, the Happiest of Holidays to all and God Bless.

See you all at our coming events

Frances P. Capello
262-251-7514
Corresponding Secretary

Grievance Rep Reports

Strattec Security

by Karl Schneider

Sisters & Brothers:

Now that the moves to Mexico are complete, it is very depressing to see all the open floor space. Members are asking the question; what is the next job to leave Milwaukee? When are they going to close the doors in Milwaukee? Will I make it to my 30 years? My response has been, although I don't have a crystal ball I do not believe the Company wants to close the doors in Milwaukee. As to what is left in Milwaukee; we have Die Cast, Stamping, Plating, and service plus all the jobs it takes to support these four areas.

Committee Meets with Harry Stratton

The Bargaining Committee met with Harry Stratton on October 18 to talk about Milwaukee's future. He reiterated the things we already know like less content on vehicles, technology is passing up mechanical locks, customers request for price reductions, basically what it takes to be an automotive supplier of locks and security systems. On the positive side he said no one wants to see Milwaukee close, we continue to quote new business on a regular basis.

The Committee feels a new direction was highlighted when Harry talked about non-automotive manufacturing being done in this facility. The Committee is pleased with this change in philosophy. Anytime new work, (regardless of what type) enters our facility it increases our value to the Corporation.

Layoffs

We currently have eight piece workers on layoff, of which, one is a voluntary and we have 24 day workers, of which, seven are on voluntary layoff. Remember if you want to return from voluntary layoff you must notify Human Resources between December 1st and ending December 15th. You will start work the first scheduled work day of the next year. This language is found in ARTICLE VIII Section 8 - Recall (a) (2).

United Way

In closing I want to thank the canvassers that helped with this years United Way drive and a special Thank-You to those that gave. Your generosity makes our community a better place to live. THANK-YOU!

In Solidarity,
Karl Schneider



Briggs & Stratton Second Shift

by Jesse Edwards

Bereavement

If you have bereavement doing the holiday period, you should call in the bereavement immediately after the holiday period. If you are eligible for one day or three days of bereavement, you only need to call in once. You can't return to work and then take your bereavement leave. Please do not punch in after the holiday period and then attempt to take your bereavement leave, because once you punch in, you will no longer be eligible. Your documentation must be received by the Timekeeping department at your plant within two weeks after you return to work. If you have any questions please contact your steward, Grievance Rep. or call the Union office.

Group Change

If you are on layoff with five years of seniority and you made a group change by November 23, 2004. You will be bumped back in within six weeks after January 1, 2005, seniority permitting.

Job Elimination

Job elimination continues, will this ever end? Department 781 (Automatic Components) eliminated 3 jobs and department 238 (715 Miscellaneous Assembly) eliminated 7 jobs effective November 26, 2004. Department 771 (Crib) will eliminate 1 job and department 351 (Quality) will eliminate 4 jobs effective December 23, 2004. Department 192 (Die cast) will eliminate 8 jobs effective January 1, 2005 and Department 700 (Maintenance) will eliminate 3 jobs on or about January 15, 2005. That's a total of 26 jobs.

Asbestos Removal

In department 780, the company had an outside contractor come in to remove asbestos. This started on November 16, 2004. The Union met with the safety department and called O.S.H.A. The Union was told that the procedure that the outside contractor was using was safe. However, many of our members felt unsafe and went home. Some other members said they would cancel their overtime. The company was scheduled to have more asbestos removed on Saturday 11/20/04, but after meeting with the Union and the employees, they rescheduled the Saturday work for Sunday. All of this work should have been scheduled during non-working hours. Remember all members have a right to refuse to work on an unsafe operation.

Chief Steward

Donn Stewart, the chief steward on 2nd shift, has transferred to 1st shift. I believe a lot of you will join me in thanking Donn for his hard work and dedication to the members on 2nd shift. Thanks Donn, we wish you well.

Merry Christmas

I would like to take this opportunity to wish all of Local 7232 members a Merry Christmas and a Happy New Year. I hope all of us have a better year in 2005.

In Solidarity
Jesse Edwards

Wellness Corner- "You can't live without it" Start a Regular Exercise Program

by Laurie LaRusso, MS, ELS

Here's Why: Exercise helps keep your body healthy and your tissues and organs working properly. In keeping your body in good working order, exercise also helps ward off many diseases such as heart disease, stroke, type 2 diabetes, osteoporosis, and many others.

Here's How: National health and exercise organizations recommend you do moderately intense physical activity for at least 30 minutes on most (preferably all) days of the week. Doing more vigorous exercise is also encouraged.

Your exercise program should include:

Aerobic (Cardiovascular) Exercise In aerobic exercise, you continually move large muscles in the legs and buttocks. This action causes you to breathe more deeply and your heart to work harder to pump blood, thereby strengthening your heart and lungs.

Examples include:

- " Walking
- " Jogging
- " Running
- " Aerobic dance
- " Bicycling
- " Swimming
- " Hiking
- " Playing sports that involve running, such as basketball and soccer

Strength Training (Resistance Exercise) Strength training builds lean muscle mass, which increases your physical strength and your bone mass.

Examples include:

- " Weight lifting, using:
- " Free weights
- " Weight machines
- " Elastic tubing
- " Calisthenics, such as push ups or chin ups

Flexibility (Stretching) Exercises Stretching increases freedom of movement and improves posture. In addition, it releases muscle tension and soreness, enhances relaxation, and reduces your risk of injury during exercise.

Major muscle groups to stretch include:

- " Back muscles
- " Neck muscles
- " Leg muscles: hamstrings, quadriceps, calf muscles
- " Chest muscles
- " Buttocks and hip muscles
- " Shoulder and arm muscles
- " Stomach muscles

Stretching classes include:

- " Yoga
- " Tai chi

Here are some tips for safe stretching:

" Spend at least 5 to 10 minutes warming up your muscles before stretching. For example, walking gently while swinging your arms in wide circles.

" Start each stretch slowly, exhaling as you gently stretch the muscle.

" Hold each stretch for 10 to 30 seconds.

Here are some common stretching mistakes to avoid:

" Don't bounce during a stretch.

" Don't stretch a muscle that is not warmed up.

" If a stretch hurts, ease up. Don't strain or push a muscle too far.

" Don't hold your breath while stretching.

Getting Started- Since brisk walking qualifies as moderately intense physical activity, that's a place to start if you're new to exercise. Before starting an exercise program, check with your doctor about any possible medical problems you may have that would limit your exercise program.

Consider making an appointment with a certified athletic trainer to help you develop a safe, effective, and enjoyable exercise program. You can find a trainer at a local gym or through a referral from your health care provider or a friend. Make sure this person understands your goals and can help you maintain an exercise program that you'll enjoy and stick with.

SOURCES:

Aurora Health Care

<http://www.AuroraHealthCare.org>

American Academy of Family Physicians

American Orthopaedic Society for Sports Medicine

American Council on Exercise

Membership Information

November 2004

1477 Members in Good Standing

1127 in Briggs & Stratton Unit

350 in Strattec Unit

November Dues Payments

1037 Dues Paying Members at Briggs

305 Dues Paying members at Strattec

1342 Total Dues Paying Members

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