

REP REPORTER

OFFICIAL PUBLICATION OF PACE LOCAL 7-232

VOLUME 25, NO.1

JANUARY 2004

Alternative Sought for Strattec Health Care

by Al Olivares

As many, if not all of us know, rising health care costs are at a crisis, not only here in Wisconsin, but all across the nation. At Strattec, we felt the ever growing burden of this problem on November 11, 2003 when the company mailed out our "Health Insurance Rate Notice." I'm not going to bore you by rehashing all the details of this letter because we all read the letter or attended meetings.

However, what people should know is that the Bargaining Committee was aggressively seeking more cost effective health insurance. Prior to the open enrollment, we made contact with several different health care providers and brokers of such. We would gather information and listen to the proposals by these individuals, sorting out the facts. While doing this we would also make sure these individuals were aware of the size of our company, wages and the services we would expect from the health care providers.

One specific group was led by David Jenks of Aurora who brought along Randy Marking, President of Innovative Benefits Solutions. The package they offered was impressive enough where a union delega-

tion, consisting of International Rep Ernie Dex, President Scott Godshaw, and Grievance Rep Karl Schneider introduced Randy Marking to a company contingent led by CFO Pat Hansen, Dean Orley and Carey Primozic. Unfortunately, Marking needed a lot of data from United Health Care and they were very slow in getting it, making it impossible to do anything for 2004, but we will certainly continue to search.

It is depressing though because insurance rates affect salary and hourly employees alike. The Bargaining Committee felt we were doing a service for everyone, not just our members. The Committee put forth a valiant effort in attempting to introduce these other options to the company but, for reasons not completely known to the Union, it just didn't materialize. As the Union, we can only enforce the current labor agreement. Only at negotiations can we bring any pressure to make significant changes regarding healthcare. The union will continue to pursue our never ending hunt for affordable insurance, even if we continue to beat our heads against the wall.

Membership Information December 2003

1714 Members in Good Standing
1330 in Briggs & Stratton Unit
384 in Strattec Unit

December Dues Payments

1081 Dues Paying Members at Briggs
360 Dues Paying members at Strattec
1441 Total Dues Paying Members
(Difference reflects members off work for lay-off, illness or other reasons)

NOTICE:

Nominations will be taken at the January Membership Meeting- Sunday January 18, 2004 at Frank Monreal's El Matador 9155 W. Bluemound Rd. 9:30a.m. for the following positions: President, Vice President, Financial-Secretary /Treasurer, Recording Secretary, Briggs Trustee, Strattec Trustee, Sergeant-at-Arms, Guide and the 2 (two) Strattec Bargaining Committee Members

President's Report by Scott Godshaw

Local will get involved in *Rapid Response*

I would personally like to wish everyone a Happy New Year and hope for the best in 2004.

The Joint Board met with Paul Lindgren, a PACE International Representative from Minnesota, to discuss our Local becoming involved with the PACE Rapid Response program. Rapid Response is PACE's nonpartisan grassroots communication, education and action program that involves every PACE member. It allows for almost instant personal communication with every PACE member on any given subject.

The purpose of Rapid Response is to inform members about pending legislation, identify labor issues, identify the effect on your workplace, identify the sponsors and supporters of legislation, determine if your representative is a friend or foe, receive information to as many members as possible and get members involved in the political process. This will provide the tools to generate necessary changes in the political process to ensure that labor survives and flourishes far into the future.

Finally, Rapid Response provides opportunity for all members to have a strong voice and have an active part in the political and legislative activities that affect our daily lives. This program allows us to fight back on a daily basis on issues that affect us, our families and our community.

The ultimate outcome of Rapid Response, through inclusion, builds Local Union Solidarity and strong active Local Unions can better negotiate good contracts for our members. And as more members get active in the political process, there will be more opportunities to strengthen labor laws and help elect candidates that are labor friendly. Local 7-232 will be involved and will inform membership soon as to how each and every member will be a vital part of the success of this campaign. (Note: An example of a Rapid Response Info Alert can be found on page 4 of this issue.)

Briggs

At Briggs, a bit of good news as the Micro Line added 9 operators and will ramp up from 250 engines a day to 500 engines. Unfortunately, in M-8 the flywheel department will be going down to 4 operators a shift and then should be completely done by the end of January. In M-3, the cylinder line should run through October and upstairs in M-7M, the carburetor line should run through April. As always, these dates are subject to change.

In MED South, component production remains good as the Southern plants are running strong. Some areas even worked over the holiday shutdown.

At the Service Division at Menomonee Falls, business also remains strong. Members worked over the holidays also.

Community Service

The Community Services of PACE Local 7-232 and Briggs and Stratton collected an incredible amount of \$11,159.45 for their Holiday Collection. A special thank you to all the Briggs employees that contributed. And also a very special thank you to the cafeteria folks and the

Department 203 people that manned the collection cans. Congratulations for a job well-done and it helped make some peoples' holidays a little bit brighter.

Strattec

At Strattec, I attended the Fin-Ops meeting which was held on December 12, 2003. Business at Strattec is steady and at this point EVA is doing well. Strattec is aggressively pursuing new latch business, however, this does not equate to increased jobs here in Milwaukee.

As reported elsewhere in this Reporter, I attended a meeting with Ernie Dex and Karl Schneider where we brought in Randy Marking from Innovative Solutions, an insurance broker to meet with the Strattec management including Chief Financial Officer Pat Hansen, Carey Primozic and Dean Orley. We had hoped to get some relief on our insurance rates while being able to go to Aurora facilities as well as Columbia St. Mary's. Unfortunately something broke down in the process. Chances are United Health Care certainly was not in a hurry to fork over the information needed as time was of the essence. But we will continue to seek relief for rising health care costs.

LOCAL 7-232 REPORTER

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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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Hours 7:00a.m.- 4:00p.m. Monday through Friday

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

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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

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.

Strattec Corner

by Bigg Al Olivares

Well, to start, I hope everyone had a happy and safe holiday. Enough of the formalities of greetings, let's get to the nitty gritty. I'll start with going back in time to November 13, 2003. At that time, we were in one of the somewhat monthly meetings with management. No sooner than we, the committee, sat down to discuss the agenda of the meeting, management told us they had something to tell us. Management then proceeded to inform us that they were going to disband the model shop as of December 1, 2003. Of course we were shocked, as there was no mention of this hasty poor decision prior to this meeting. We were completely blind sided. With our mouths still dropped, management personnel then handed us a small paragraph on a non-letter-head piece of paper. It reads as follows:

"The decision has been made to disband the Model Shop, Department 837. The reason for this is that proto type needs have evolved over the years requiring more design engineering. This will be effective December 1, 2003. Associates effected by this elimination will be moved in accordance with the labor agreement."

Of course after we read this and heard their so-called reasoning behind the decision, we began the questions so we could inform the affected people of the company's decision. Of course the company was so kind as to tell them at the same time they were telling us. This, I feel was extremely unprofessional and blatantly rude. We as a committee had no time to react or even a chance to discuss other alternatives other than getting rid of the talent we had in house in the model shop. As the meeting progressed the company explained that technology changes and the future of the business as far as the model shop was concerned, was getting away from tooling and mechanical aspects and leaning far heavier on the electronics area and knowledge of such. Adding also that an evolved level of engineering and prototype simultaneously happening is not possible in the current model shop. After hearing their comments we asked if there was any consideration of bringing on electrical engineers to work in conjunction with the existing model shop. Of course it was apparent by the quick and short response that alternatives to their decision were vaguely considered if even at all.

The Union is all for the advancement of the company and its pursuit of new customers based on

advancing our technology. However, to do so at the cost of jobs is an extremely high price to pay, too high. I feel we could at least have discussed this idea before it was a decision. We all want to continue to grow. There was no reason to waste the education and skills of the people in the former model shop. We want to grow with the company as its workforce, but we can't grow if you keep pushing us down and not allowing us to have at least a little input.

Wake up management; we want to work with you! Why don't you let us?



IN MEMORIAM

Ret. Melvin Hun
Ret. Laura Schlut
Act. Kenneth Maher
Ret. Arlen Abbott
Ret. Mildred Racewicz
Ret. James Warszynski
Ret. Daniel Relate
Ret. Mildred Young
Ret. Stephen Glocka
Ret. Roberta Krentz
Ret. Peter Dandos
Ret. Maria Avalos
Ret. Anthony Adelmeyer
Ret. Annette Semb
Ret. Jane Leenow
Ret. Robert Tuckwell
Ret. Alice Averson
Ret. John Lontkowski
Ret. Timothy Meide
Ret. Vernon Smith
Ret. Johnnie Mae Collins
Ret. Mary Yarbrough
Ret. Fred Herman
Ret. Michael Klann
Ret. Douglas Rosbury
Ret. Marcella Wilke
Ret. Theodore Peterson
Act. Kevin Livermore
Ret. Donald Colberg
Ret. William Casey

Ret. Jane Maynard
Ret. Donna Schurmann
Ret. Frank Kozar
Ret. Theresa Wiedenhoef
Act. Roberta Wilson
Ret. Lorraine Abresch
Ret. Frank Yurchich
Ret. Corrine Scarzone
Ret. Anita Becker
Ret. Darleen Schosow
Ret. Richard Schawley
Ret. Robert Griese
Ret. Penelope Calabrese
Ret. Bernard Novobielski
Ret. Esiquel Hernandez
Ret. Andrew Smolko
Ret. Edward Belusa
Ret. Judith Theodozio
Ret. Mark Mathias
Ret. Albert Troop Jr.
Ret. Karl Lethmate
Ret. Pauleen Trew
Ret. Jennifer Gammon
Ret. Carol Shutta
Ret. Sally Mae Gee
Ret. James Henry
Ret. Mary Balcerzak
Ret. Ethel Cizinski
Ret. Angelo Verdin
Ret. Robert Stockman



**RAPID
RESPONSE**

Info ALERT

September 15, 2003

The Nation's Health Care System Is In A Crisis

Twenty-two months into a 'recovery' and we are still losing jobs. Already the longest recovery since the Depression, and health benefits for American workers continue to be under attack.

More Americans get insurance from an employer sponsored plan than all other sources. For many, insurance from a current or past employer is the only likely source of affordable, reliable coverage they will receive.

Health insurance costs are soaring at unsustainable rates and are placing enormous pressure on your benefits. In 2003, costs for employer plans are projected to increase by roughly 14 to 15 percent, and it is projected the cost of health premiums will double by 2006, to \$14,500 per year.

But instead of working to control overall health care costs, many employers are slashing benefits to reduce costs or are shifting additional cost of premium contributions onto workers. We face more and more demands for givebacks at the bargaining table as employers seek to shift more and more of the burdens of rising costs of health care to PACE members and other workers.

WE NEED JUST HEALTH CARE

PACE is a leader in the fight for universal, single-payer health reform, called Just Health Care.

Just Health Care will provide cradle to grave coverage for all Americans through a public insurance fund and a private health care system with free choice of doctors, hospitals, and clinics.

A Just Health Care Program will allow individuals to select their own providers where there are no premiums costs, no co-pays, no deductibles, no insurance forms, and no hassles.

Membership Meeting Recap

by Tom Bishanell

The membership meeting was held on December 7, 2003 at Frank Monreal's El Matador at 9:30 a.m. sharp. President Scott Godshaw presided over the meeting. Greg Weber gave the Trustee's Report for October. Ross Winklbauer gave the Financial Secretary-Treasurer's Report. Ross stated that we have 1,072 members at Briggs and 362 at Strattec for a total of 1,434 dues paying members in October. A motion was made to accept the report as read.

Communications

- There was a reminder from the Wisconsin Labor History Society that the High School Essay Contest is still running until February 16, 2004.
- The Hunger Task Force is looking for donations or people willing to host food drives during this holiday season. They can be contacted at 414-777-0483.
- The School for Workers is having a course on Employment Law. It will be on Thursdays January 15th through February 12th, 2004.
- The PACE International Union is once again sponsoring two separate scholarship programs. One is for PACE members to further their own education. The other is for the children of active members in their senior year of high school. Over 20 \$1,000 awards will be given.
- The Wisconsin State AFL-CIO is canceling the annual bowling tournament due to a lack of participation.

The Executive Board recommended motions that passed were as follows:

- Send \$50 to the "Holiday Family Solidarity Project" This is sponsored by the Milwaukee County Labor Council to help the striking workers at Milwaukee Dustless Brush.
- Send \$250 to the Briggs & Stratton Retiree Club for their Christmas party.
- Send \$100 to the Strattec Retiree Club for their Christmas party.

Reports of Officers

President Scott Godshaw reported that at Strattec, the insurance rates increased for 2004 except in the PPO plan. The Strattec Bargaining Committee, along with Ernie Dex, met with David Jenks from Aurora and Randy Marking from Innovative Benefits Solutions to see if we could find a less expensive alternative.

On January 2, 2004 the plant will be closed at Strattec. Also Strattec completed a successful United Way campaign, collecting \$23,000. Scott thanked all that contributed. The Grievance that was arbitrated October 15th regarding bumping sheet metal worker, will probably not get a decision back until sometime in late January.

Scott reported that at Briggs, January 2, 2004 will be considered a normal work day, depending on each individual department.

In M-8 another WARN notice was issued for January 16, 2004 which means the end of the flywheel department.

Scott read Jeff Mahloch's response regarding the status of the 401K plan.

At Briggs, Godshaw had brought David Newby in to meet with Jeff Mahloch and Craig Reynolds regarding the Wisconsin State AFL-CIO Healthcare Plan. Reynolds wrote back "after careful consideration, we have concluded that we cannot be supportive of the proposal in its current form."

The Bargaining Committee met with Scott Shaver and Rick Kante regarding an injury report form they wanted the union supervisors to fill out. We objected to it feeling it was a foreman or facilitator type duty.

Briggs did not have a United Way campaign this year but Scott urged all members to continue to give either on-line or from the form sent in the mail.

Scott closed by giving a reminder that at the January membership meeting nominations will be held for all Executive Board positions, excluding the Trustee at Large. This includes President, Vice President, Financial Secretary-Treasurer, Recording Secretary, Briggs Trustee, Strattec Trustee, Guide and Sergeant-at-Arms. Nominations will also be taken for the two members of the Strattec Bargaining Committee.

Jesse Edwards reported that M-8 would lose 44 jobs due to the fact that a WARN notice was given for January 16th. Counterweights would continue to run for a couple more weeks. Jesse warned members that have a bereavement leave over the holidays not to come in on January 2nd or you will forfeit the bereavement. Die Cast is presently running 24 or 25 machines to keep up with the overflow from the Southern Plants.

Karl Schneider reported that at Strattec the Company informed him they would eliminate the model shop. The Union has filed a policy grievance because once again, the company has failed to follow contractual obligations as far as In Source - Out Source in this matter. Strattec also took a union job and pushed it over to salaried. On the bright side the company still plans to bring in mag.

Ross Winklbauer informed members that former Sergeant at Arms Robert Stockman and former President Andy Verdin passed away.

Dennis Nowak reported that despite the rumors, there was no validation to Strattec wanting to open up the contract.

Tom Bishanell gave his quarterly time study and job evaluation report for Briggs & Stratton and Strattec Security.

This report included back pay for the year through September 2003.

The next meeting will be held at Frank Monreal's El Matador, 9155 W. Bluemound Road. January 18th 2004 at 9:30 a.m.

Bush Treats Unions with Contempt

by Randy McSorley

“Originally published in the Post Crescent (Appleton)”

I get cynical. You bet I do. Over the last couple of years, organized labor has been treated with outright contempt by the current administration.

If you've paid any attention at all, you know that's the truth. But, here are a just a few of the most recent examples:

- Janice Rogers Brown, called one of the most extremist of President Bush's federal judge nominees by the AFL-CIO, just won a 10-9 party line vote in the Senate Judiciary Committee

William Lucy, Secretary of the American Federation of State, County and Municipal Employees said, "Brown has proven herself to be an extremist ideologue with a flagrant disregard for the hard-working families in America. She is about as anti-worker as you can get."

- Despite the fact that many economists claim that we are two years out of the recession, unemployment rates in the United States continues to climb.

- Workers are bracing for cuts that will be enacted as states face their worst budget crises in 60 years.

- Corporate CEOs continue to enrich themselves at the expense of investors and workers. In 2002, average CEO compensation equaled almost \$11 million. Median CEO pay increased by 6 percent. I wish that was my raise this year.

- Bush's Department of Labor is proposing new financial reporting rules for unions that are politically motivated and unreasonably burdensome. These rules are not designed to make unions better, they are designed to hobble them.

So, things are tough for workers in the 2000s. Is there any hope on the horizon? You bet there is.

- Three of the top 10 books on the New York Times best-seller list are liberal and critical of the Bush administration. My favorite? "Dude, Where's My Country?" by Michael Moore.

- Democratic presidential hopefuls are actually talking worker issues. What a refreshing change of pace!

- Union leaders, along with civil rights leaders, religious and social justice groups are planning for a Dec. 10 day of action to mark International Human Rights Day and launch a long-term campaign to restore every workers'

Healthy Corner

Here are some important numbers for Briggs employees regarding your health:

Health-Link - Access to immediate, confidential, healthcare expertise.

1-888-228-7672

Patient Care - Helping you through the healthcare maze.

1-877-344-7474

www.patientcare4u.com

Here is an important number for Strattec employees regarding your health:

United Health Care - Health care problems or questions, call toll-free 1-866-827-9025 www.myuhc.com

right to a voice at work.

- Tens of thousands of union members, community allies, workers' rights activists and human rights activists, including labor leaders from the Fox Valley, participated in the massive "March to Miami" to fight the Bush administration's proposed Free Trade Areas of the Americas agreement (FTAA).

The march, which took place last week, coincides with the Miami meeting of the 34 trade ministers from the nations in the proposed FTAA. FTAA would expand NAFTA's low wages, weak environmental laws and poor worker protections to the entire Western Hemisphere (except Cuba). See? All is not hopeless. Working people are starting to realize just how bad things are getting, and are saying "enough." That makes an old cynic smile.

Randy McSorley joined Thilmany Paper in 1973 and has been a union activist since 1976. He is the Fox Valley Area Labor Council secretary, and on the organizing and affiliations committees. He also has held paperworker union positions. Call 766-4627 or rjmcsorley@mac.com. Reprinted from Appleton Post Crescent.

Grievance Rep Reports

Strattec Security

by Karl Schneider

Brothers & Sisters

I hope everyone had a nice holiday and enjoyed their time off.

I was hoping 2004 would bring positive change to daily life at Strattec maybe someone forgot to change the calendar because it feels like we are still in 2003!

When I returned to work on January 7, 2004, I was informed that a few members had missed work on January 5, 2004 and that the company was not going to pay them their holiday pay. I have had several discussions on this with the Plant HR Manager and as of this writing it is not resolved. The union's position is in order for January 5 2004 to be the first day back January 2, 2004 has to be a paid holiday. I will be writing a policy grievance on this issue.

In Solidarity,
Karl Schneider

ASK YOUR LAWYER

by Thomas Flanagan

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

How are Worker Compensation benefits calculated?

Worker's Compensation is not a pain and suffering system. It is a formula system with capped payments. Once a doctor's opinion is known regarding time off from work and any permanency, the compensation due can be easily calculated.

There are three major areas of compensation: Temporary total disability, temporary partial disability, and permanent partial disability.

Temporary total disability is paid while a worker is healing from an injury and not working at all. The worker is paid two-thirds of his gross wage. Temporary partial disability is paid while a worker is healing and able to do light duty work but at less than full wage or full hours. In this situation, a worker receives a percentage of his wages and a percentage of the comp benefit. For example, if a worker is receiving 70% of his wage, he should receive 30% of the comp benefit. If he is receiving 50% of his wage, he should receive 50% of the comp benefit. If he is receiving 80% of his wage, he should receive 20% of the comp benefit. As one can see, the percentages in each example add up to 100%. Workers receiving temporary partial disability should always keep their pay stubs and turn them in to the worker's compensation carrier so that the proper amount of the comp benefit can be determined.

The final type of payment is permanent partial disability. It is paid after the healing has ended and the temporary total disability payments have stopped. The number of weeks a worker will be paid depends on the part of the body injured and

Briggs & Stratton Second Shift

by Jesse Edwards

M-8 WARN Notice

Department M8X flywheel machining received a 60 day W.A.R.N. notice on November 13, 2003. It is expected that 44 jobs will be eliminated. If this happens, then all of the flywheel machining will be eliminated. The Model 9 flywheel will be going to Rolla. The Model 28 is in Statesboro. The V-Twin and Model 20 are in Auburn.

Die Cast

Die cast held their departmental informational meeting on November 19, 2003. The B.U.M. {business unit manager} opened the meeting by explaining the scrap problems. The company said they had 10.5 million dollars in scrap last year. As of September of 2003 the company had eliminated all of the external work, and by November of this year the scrap was down to \$ 170,000. Die cast had planned to run 17 to 18 machines. Right now they are running 24 to 25 machines daily because of some overflow work they got from down south.

Bereavement

If you have bereavement during the Christmas holidays, do not report for work on January 2, 2004. Instead on January 2, 2004 you should call in your bereavement leave. One phone call will cover you for your 1 day or your 3 day bereavement leave. If you punch in for work you will not be eligible for your bereavement. If you have any question please contact the union.

Working January 2

Menomonee Falls is working January 2, 2004 M.E.D. South is working, M.E.D. North and Die cast will notify their employees by December 15, 2003. If your department is not working you can take lack of work or if you have pay as you go you can take a vacation day and received pay for that day.

Retirement

About 70 employees signed up to retire effective January 1, 2004. Congratulations to all retirees.

Merry Christmas

I would like to wish you a Merry Christmas and a Happy New Year to all of our members.

In Solidarity
Jesse Edwards

percentage of disability given by the doctor. Once these figures are known, they are inserted into a formula and multiplied by the weekly dollar amount for the year that one is injured. This formula determines the amount of money a worker will be paid for permanent partial disability.

UPCOMING EVENTS

January 18, 2004 - Membership Meeting
Nominations for Executive Board
(excluding Trustee at Large)
and 2 Strattec Bargaining
Committee members



January 19, 2004 - Dr. Martin
Luther King Jr. Day

February 6- Primary Election (if neces-
sary)

February 14- St. Valentine's
Day



February 15- Membership
Meeting

March 5- General Election

March 17 -St. Patrick's Day

March 21- Membership
Meeting



January Membership Meeting

Sunday

January 18, 2004

9:30 a.m.

Frank Monreal's El Matador
Lower Level

9155 W. Bluemound Rd.
IMPORTANT BUSINESS

•Nominations for Executive Board posi-
tions (excluding Trustee at Large) and 2
(two) Strattec Bargaining Committee
Members

- Reports of Officers, Grievance
Representatives and Committees
- Discussion on declining member-
ship, funds and Local Union serv-
ices
- Discussion and action on any other
proper business for this meeting.

Briggs Retiree Club

Time to write my first letter for 2004, - had a great time at our December Christmas Party. We hope to see more new members during the coming year. Call Financial Secretary Erma Gorecki 262-781-8951 for more information. Dues are \$24.00 per year or \$12.00 for 6 months, January – June. Come join our club, you will be glad you did.

Our first bingo will be Wednesday, January 14th. Doors open at 11 a.m., bingo starts at 12 noon, all free. January 21st will be our meeting, doors open at 11 a.m. and meeting starts at 12 noon. All our functions are at the Post 449, located at 3245 N. 124th St. Please bring your birthday or anniversary treats to our monthly meeting.

Sheepshead is played every Tuesday at the Post 449. Play begins at 12 noon. Prizes will be awarded at each table. It's free.

Door prizes are awarded at every meeting & function except Bingo & Sheepshead. To be eligible for a prize, you must donate \$3.00 or a prize once each year. You can still pay your dues this month.

Our get well wishes go to Wilfred Bingham, Doris Reinke and John Lukasavage. Our sympathy to the family of Angelo Verdin and Walter Slowikowski, both had passed away.

Sorry, no Reporters are mailed out to the mem-
bers. You must go on your computer at www.pace7232.org. You can also get a Reporter at the Union Office, 8500 W. Capitol Drive.

I Hope to see you all and new members at our next club doings.

Wishing one and all a Very Healthy New Year!
God Bless You All,
Frances P. Cappello
Corresponding Secretary
262-251-7514

Recall Dates-Briggs

(As of December 4, 2003)

Heavy machine operators	September 19, 1977
Light machine operators	January 25, 1977
Assembly	October 2, 1977
L.G. 18 or better	July 17, 1978
L.G.21.....	November 29, 1977
L.G. 23 ..	September 20, 1977
L.G. 27	September 19, 1977

211 employees on layoff