

REP RTER

OFFICIAL PUBLICATION OF PACE LOCAL 7-232

VOLUME 25, NO.3

MARCH 2004

Clark, Godshaw Advance to General Election for President on March 5th

by *Al Olivares*

In the February 6th primary election, incumbent Scott Godshaw and challenger Richard Clark advanced to the final election for president. William (Bill) Vian and John Langford III were eliminated from that race.

The results were Clark 120 votes, Vian 76 votes, Godshaw 390 votes, and Langford received 48 votes.

The general election will be held on Friday, March 5th. The election for the offices of Vice President; Financial Secretary/Treasurer and Guide will also be held that day. (Note: Profiles and pictures of the candidates are on pages 2 and 3) Once again voting will be in-plant and at the Union office as well.

Union receives unfavorable arbitration ruling

by *Al Olivares*

The Union received an unfavorable arbitration ruling. On October 15, 2003 an arbitration hearing was held. The parties present were members of management from Strattec and representatives of the Union representing employees from Strattec. Both parties had their legal representatives there as well. The arbitrator hearing the party's case was Robert B. Mckersie.

The issue being arbitrated was if a skilled tradesman could bump into a different trade provided he or she has performed the functions of the trade prior to service at Strattec. This does not speak to card-carrying tradespersons, only those without cards.

The actual start of this case began in February of 2002, when the grievance was filed. The company felt that regardless of the individual's outside experience prior to employment at Strattec, the fact that the member did not possess a journeyman card in the desired trade made the member automatically disqualified. The argument that the Union made was that the member had the requisite experience to perform the duties of the trade desired. The documentation provided by a past supervisor and his testimony during the hearing indicated that the member's prior experience qualified the member to fill the position in the trade the individual wanted to bump into. The Union also stated that on two prior occasions, the company permitted members facing layoff to transfer into skilled trades positions.

If the company had been willing to give the individual a trial period as they had done on other occasions, there would be no issue about the member's ability to perform the work. The Union also felt that the standard for qualification should be journeyman status or equivalent experience, and thus qualifying the member for the position desired.

After hearing the Union's position and the company's position, Arbitrator Mckersie ruled that in a lay-off situation, the presumption is that a person bumping into a position held by another person needs to "hit the ground running." Arbitrator Mckersie also stated that a card carrying journeyman would have walked into the job with no problem. In conclusion, Arbitrator Mckersie ruled in favor of the company's decision to deny the request for transfer by the evidence brought forth at the hearing.

NOTICE:

The General Election for President, Vice President, Financial - Sec./Treas. and Guide will be held on Friday March 5, 2004
Location and times:

- **Strattec Cafeteria 5:00 a.m. to 7:30 a.m. and 1:30 p.m. to 3:30 p.m.**
- **Burleigh Plant South Cafeteria and Column A39 on North End 5:00 a.m. to 7:30 a.m. and 1:30 p.m. to 4:00 p.m.**
- **Menomonee Falls Plant 5:30 a.m. to 7:00 a.m. and 1:30 p.m. to 4:00 p.m.**
- **Local 7-232 Union Office 10:00 a.m. to 4:00 p.m.**

President



Richard Clark
Steward - Dept. 303



Scott E. Godshaw
Current President,
Recording Secretary
1997-2003, Gr. Rep-
1994-1997; Alt. Gr. Rep.
1988-1994; Steward
Dept. 188-1991-1994;
Steward -Dept. 194-1987-
1989; Committees: One-
on-One (co-ordinator),
Election and Safety; AIW
International Convention
Delegate-1993, UPIU
International Convention
Delegate-1996, Special
UPIU Merger Convention
Delegate-1999, PACE
International Convention
Delegate-2003; Wisc.
AFL-CIO State
Convention Delegate-
1996, 2000, 2002. School
for Workers Classes in
Madison: Worker Comp,
Time Study & Work
Measurement, and Job
Evaluation; Numerous
other schools and
Bargaining Conferences;
Current Editor of Local 7-
232 *Reporter* and respon-
sible for Website and lay-
out of paper and Current
Delegate Milwaukee
County Labor Council

Vice President



Fred Schmidt
Union Steward Dept. 735



Tom Hogan
No information provided

LOCAL 7-232 REPORTER

March 2004 Volume 25, Issue #3
**LOCAL 7-232 PAPER, ALLIED INDUSTRIAL,
CHEMICAL AND ENERGY WORKERS INTERNA-
TIONAL 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 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.

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



Fin. Sec. Treasurer

Guide



Tom Klemma

Union Steward Dept. 743,
753, 760, 770, 763



Ross Winklbauer

Current Financial Secretary/Treasurer & Executive Board member; Financial Secretary/Treasurer Classes at PACE Headquarters; Current Delegate Milwaukee County Labor Council; Editor of *Reporter*; 1979-1985 Steward Dept. 168; Jan.-Aug. 1984 Alt. Grievance Rep.; Aug. 1984-Dec. 1994 Grievance Rep. & Bargaining Committee; 1995-2001- Steward Dept. M-5; 2000-2003-Trustee; 2003 Acting President; Former member of the Health & Safety, By-Law and One-on-One Committees; WISCOSH Delegate; Many School for Workers classes, Many State and Intn. Conventions; Represented members at OSHA, Worker's Comp, Unemployment, and Arbitration hearings



Debbie Curro

Union Steward Dept. M-8
Current Guide on the Executive Board



Al Evseichik

Union Steward Dept. 71,
55, 54

Membership Information

January 2004

1655 Members in Good Standing
1280 in Briggs & Stratton Unit
375 in Strattec Unit

January Dues Payments

1116 Dues Paying Members at Briggs
356 Dues Paying members at Strattec
1472 Total Dues Paying Members
(Difference reflects members off work for lay-off, illness or other reasons)

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

Membership Meeting Recap

by Tom Bishanell

The membership meeting was held on February 15, 2004 at Frank Monreal's El Matador at 9:30 a.m. President Scott Godshaw presided over the meeting. Greg Weber gave the Trustee's Report for January. Ross Winklbauer gave the Financial Secretary-Treasurer's Report. Ross stated we had 1,472 dues paying members in January.

Communications

The United Way in Waukesha County and the Waukesha County Labor Council are offering a referral specialist/union counselor community services program. It is free of charge and held on six consecutive Mondays, starting Monday, February 23rd at the United Way in Waukesha.

The Milwaukee County Labor Council, MATC, and the School for Workers is offering a course on Labor in the Modern World on Tuesdays, March 16th through April 6th at MATC in West Allis.

Lieutenant Governor Barbara Lawton is holding a series on Wisconsin Women and their roles in Unions and the workplace. In Milwaukee, the forum is on Wednesday, February 25th at Gordon Park Pavilion.

Reports of Officers

President Scott Godshaw reported that in the primary election for president, held on February 6th, the results advanced Richard Clark and Godshaw to the general election which will be held on March 5th.

Other positions that will be voted on at the general election; Vice President: Fred Schmidt, Tom Hogan, Financial Secretary-Treasurer: Tom Klemma and Ross Winklbauer, and Guide: Debbie Curro and Al Evseichik.

Scott reported that at Strattec the Union received an unfavorable decision on the arbitration case heard in October. A machine repairman was not allowed to bump a sheet metal worker during a cutback due to him not having journeyman's status as a sheet metal worker.

Strattec also has seven grievances on the docket for third stage on February 25th.

At Briggs & Stratton, Scott said four grievances were set for third stage on March 10th. The company posted that the four month notice requirement for the \$21,000 will be enforced for those retiring this year.

At the Menomonee Falls Plant, due to the many problems getting vacation time, a mid-contract meeting was being held on Tuesday, February 17th to discuss possible changes.

Scott went on to say that no eligible assemblers were on layoff and to change your classification if you are on layoff. This must be done by March 1st. Godshaw made mention of Larry Bartling's state of the business meeting and the fact that it was revealed that the EX Engine was not coming to Milwaukee. Scott said the Bargaining Committee was preparing a letter stating reasons why the EX, as well as other work should be brought to Milwaukee.

Scott closed by reading a letter from Craig Reynolds to former President Greg Gorecki, regarding the \$21,000 pension supplement and how it cannot be removed by subsequent bargaining even if the parties wish to do so.

Barb Schuller reported that in Department 797, the

company was moving piecework jobs into daywork and most MED South employees are now working six or seven days a week. Department 765 is being denied vacation days. The company is outsourcing a lot of jobs in depts. 715, 716 and Plating. She stated that the Union has had meetings with the company on the costs to find reasons for this action.

Jesse Edwards stated that the company never added a third shift in the Coil Department, but increased first and second shifts instead.

Karl Schneider told members that at Strattec, he had a steward election end in a tie. Another election was held and Tony Pipia was the winner. The company is still in the running for a magnesium housing quote. The company did land the ignition cylinder for the Ford F 250, with volume quoted at 300,000 pieces per year.

At Strattec, the schedule was beginning to increase but in order to reduce inventory, they are still seeking and getting volunteers to stay home on Fridays.

Karl reported that a blister problem came back and the company has formed a task force to figure out the problem once and for all. The commitment to support this group is there by both upper management and union leadership.

Tom Bishanell gave the year-end timestudy reports for both Briggs and Strattec. There were 30 outstanding piecework grievances at Briggs along with 26 daywork grievances. At Strattec, there is only one of each.

Ernie Dex told members that originally the International had voted to support Dick Gebhardt. He has since dropped out of the presidential race. Now the International is backing John Kerry. He stressed the importance of defeating George Bush in his re-election bid.

The next meeting will be held March 21, 2004 at Monreal's El Matador, 9155 W. Bluemound Road, at 9:30 a.m. with an early prediction of 70° temperature.

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 7232 is providing free legal consultations with lawyers from the law firm of Previat, Goldberg, Uelmen, Gratz, Miller & Brueggeman at the Local 7232 Union Office.

The legal clinic will not provide free representation, but will advise you on your best course of action and make the appropriate referrals to help resolve your legal problems.

The Previat Law Firm has many excellent attorneys, experienced in most kinds of legal problems.

Members of Local 7232 may also contact the law firm of Previat, Goldberg, Uelmen, Gratz, Miller & Brueggeman, S.C. for a free consultation regarding all personal injury matters. Please feel free to call the number of the office nearest you. Milwaukee 414/271-4500, Waukesha 262/549-6300. Identify yourself as a member or retiree of Local 7232.

Legal Clinic Hours:
1:00 P.M. to 4:00 P.M.
First Monday of each month
Call for an appointment: 463-7425

PRESIDENT'S REPORT by Scott Godshaw

Good bye to yet another Briggs & Stratton old friend - the two story south building is sold; Strattec receives some good news

Briggs & Stratton officially announced the sale of the south building to a company called Continental Properties. Jeff Mahloch, Vice-President of Human Resources, did contact me to inform the Union before the press release went out. George Thompson, vice president of communications and community relations, stated that the sale of the building will not result in any job losses. Thompson also stated that a portion of the building was available for sale because Briggs & Stratton has consolidated production by operating more efficiently. That is quite an interesting spin considering on February 10th at Larry Bartling's semi-annual state of the business meetings, we will continue to lose jobs by divesting all part numbers that are either low volume, low profit or produced for an external customer. Let us not forget that Die Cast lost many jobs also due to divesting in all the automotive work.

The two story south building opened in 1974, shortly before the strike. Some of the operations that were in there eventually moved to Menomonee Falls, thus opening a new home for depts. 168 and 368 crankshafts. Upstairs, dept. 303 carburetor machining; dept. 372, carburetor assembly, dept. 265 starters; dept. 211 pistons and rods; dept. 317, sub-assembly and many other departments occupied this state of the art building. (at the time)

It once again comes with great sadness that the two story south building is going the same way as the East and the West plants and gone similar to the West Allis plant. Good bye to yet another old friend, an old friend that employed many of our members over the years.

Four Month Notice for \$21,000

The company has stated that due to the move out of the south building and excessive production demands, if you plan on retiring you must give a four month notice to maintain your \$21,000 pension bonus. This is contractual, however, the company before this posting was waiving the 4 month rule provided there was a qualified employee to take your place. If you want to retire on July 1, 2004 you would need to fill out an application to retire prior to March 1, 2004. Any questions contact your grievance rep, steward or call the Union office.

Also questions have come up regarding negotiating back the \$21,000. At the February membership meeting, I read the letter from the company dated July 6, 2001 that stated in part, the company did amend the Briggs & Stratton Retirement Plan to provide for the \$21,000 additional payment. Thereafter, it will not be possible under the rules of the Internal Revenue Code and the Employee Retirement Income Security Act of 1974 (ERISA), as amended, to amend the plan to eliminate this benefit for anyone who meets the eligibility conditions. Therefore, the special pension payment cannot be removed by subsequent bargaining, even if the parties would wish to do so.

Hopefully this clears up any questions regarding this issue. The Union had requested and received this letter prior to ratification in 2001.

Classification Change

Speaking of March 1st, if you are on layoff at this time and want to change your classification, you must do so prior to March 1st. At this time there are no eligible assemblers on layoff (other recall dates on page 6). If you do contact personnel and request a group change, the company has up to six weeks to bump you back in, seniority permitting, after April 1st. Any questions once again, contact the Union office at 414-463-7425.

Life Insurance

A question was raised about life insurance at the February membership meeting. If you have ten years of seniority, you would be eligible for company medical and dental paid insurance for the month you got laid off plus nine more months. After that you would be eligible for COBRA insurance wherein you would have to pay the full premium (your monthly contribution as well as what Briggs pays) to continue your insurance for an additional 9 months. (Note: COBRA insurance is good for 18 months, but you would only be eligible for 9 more months for a total of 18 months.) However, for life insurance, you would only get your Briggs & Stratton life insurance of \$25,000 for the 9 month period. After that, the only life insurance that COBRA would allow you to continue would be the supplemental life insurance, if you currently have one of those policies. One other note you will not be eligible for sickness and accident benefits (disability) after the 9 months period either. If you are totally disabled and have over 5 years of seniority, you would receive 26 weeks of S&A benefits during those 9 months.

Strattec

At Strattec, there was some good news. A new housing program was won by Strattec. It is a zinc housing that will be made for Daimler-Chrysler. This is something new as Strattec has never before made housings direct to Chrysler. We will be supplying 320,000 housings to Chrysler a year. This new housing will not increase jobs, however, it will maintain our current workforce and puts us in excellent position in the future for increased work down the road. The Strattec membership is to be commended for this attainment. This accomplishment is something that reflects favorably on all of the efforts and was made possible by the improvements that all of Strattec made with the housing business.

Election

As you know the PACE Local 7-0232 general election will be held on March 5, 2004 for president, vice president, financial secretary/treasurer and guide. It is very convenient for members to vote via in-plant (or Union office if you are off for any reason) voting so please take the time to get out there and vote.

Tom Barrett Rescheduled

Due to a scheduling conflict, Milwaukee mayoral candidate Tom Barrett regretted that he was unable to attend the February membership meeting and has confirmed that he will attend the March membership meeting. Plan on being there early as Mr. Barrett will speak at 9:30 a.m.

UPCOMING EVENTS

March 5- General Election-(President, Vice-President; Financial.- Sec./Treasurer, & Guide)

March 17 -St. Patrick's Day

March 21- Membership Meeting (Tom Barrett rescheduled)



April 9- Good Friday Holiday

April 11- Easter Sunday

April 18- Membership Meeting



May 9- Mother's Day

May 16- Membership Meeting

May 31 - Memorial Day



Recall Dates-Briggs

(As of February 13, 2004)

Heavy machine operators.January 11, 1976

Light machine operators..January 11, 1976

Assemblers.....None on layoff at this time

L.G. 18 or better..... July 17, 1978

L.G. 23..... August 7, 1978

L.G. 27..... September 13, 1976

168 employees on layoff

Briggs Retiree Club

I am writing my third letter in 2004. I hope you all have a chance to get a copy of the Reporter. It's only on the computer at www.pace7232.org. You can also get a copy at the Union office at 8500 W. Capitol Drive.

Our dues are \$24.00 a year. Call our Financial Secretary, Erma Gorecki at 781-8951 for more information.

Our doings are the second and third Wednesday of the month. February 18th will be our meeting at the Post 449, located at 3245 N. 124th Street. Doors open at 11 A.M. Our doings start at 12 noon. Remember to bring a treat to our meeting, if your birthday falls on the month of our meeting. Try and attend all our events.

Also, to you, a new retiree – join our club, meet some of your old friends and make new ones. You will be glad you did.

Sheepshead is played every Tuesday at the Post 449. Play begins at 12 noon. Prizes are awarded at each table, all free.

Our get well wishes go to Ruth M Hren and Merna Nearing. Take time to visit them and also our members in nursing homes, when you can. Or just give them a call. I'm sure they will be glad to hear from you.

Until next month, keep warm. Soon Spring will be here – we hope.

Take care and God Bless
Frances P. Capello,
Corresponding Secretary
(262) 251-7514

March Membership Meeting

Sunday

March 21, 2004

9:30 a.m.

Frank Monreal's El Matador
Lower Level

9155 W. Bluemound Rd.
IMPORTANT BUSINESS

- Reports of Officers, Grievance Representatives and Committees
- Discussion and action on any other proper business for this meeting.
- Tom Barrett has been rescheduled and will speak at this meeting