

REP RTER

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PRESIDENT'S REPORT by Scott Godshaw

Briggs to relinquish Die Cast Division Insurance rates soar

At Briggs & Stratton, the Bargaining Committee met with Dave Debaets, the Vice President of Large Engine Division, on Monday September 20, 2004. He informed us that Die Cast Division will be relinquished in the near future. The company had done a feasibility study for cost containment for Die Cast. Their large team came up with 4 options. Number 1, expanding Auburn and putting in a new Die Cast there, Number 2, expanding the current Die Cast in Statesboro, Number 3, selling the assets to Leggett and Platt and have them build a new building to do all of our castings or Number 4, leave everything as is, do nothing, if you will. Unfortunately for Milwaukee, the company chose option 3, selling off the assets of Die Cast to Leggett and Platt and have them build a new building in Auburn for all our die casting needs. The company stated that the Die Cast assets will be sold for \$1.4 million and freight savings would be approximately \$1.3 million. The time line will be approximately as follows: Leggett will be running castings in the new facility by January 2006 and all of our Die Cast will be

done by June of 2007. This is just another of many disappointing announcements by Briggs & Stratton.

Insurance

Another disappointing announcement was the alarming and outrageous insurance rates bestowed upon our members. The company has stated numerous times that they are fulfilling their contractual obligation. They cited the out of control increases to the older work force and utilization of insurance. We understand all of that , however, a major corporation like Briggs could have stepped up to the plate and offered our members , their employees, some relief in this catastrophic event. The Bargaining Committee continues to work diligently to see if anything can be done, however, with the company unwilling to do anything, our hands are pretty much tied.

Strattec

At Strattec, the insurance rates are not out yet but the company pays 80% to the members 20%. The rates

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LABOR DAY 2004



Democratic Presidential Nominee John Kerry on Issues

This is the second part of the article continued from the last issue of the *REPORTER*.

Civil and Human Rights

“At the center of my struggle is [a] commitment not to go backwards on the Family and Medical Leave Act, on the Violence Against Women Act, on Title IX, on affirmative action and to make clear that when I am President of the United States—there will be no John Ashcroft trampling on the Bill of Rights.”—*John Kerry, June 7, 2003, Lowell, Mass.*

During his years in the Senate, John Kerry has consistently supported strong civil rights protections, women’s rights, voting rights, workers’ rights and the rights of lesbian, gay, bisexual and transgender individuals. In 1995, when the Republican Congress tried to roll back the important gains made under affirmative action, Kerry stood up to House Speaker Newt Gingrich (R-Ga.) and Sen. Phil Gramm (R-Texas). He believes that the nation’s schools and workplaces should reflect the face of America and opposes efforts to undermine or eliminate affirmative action programs. Kerry supports programs that seek to enhance diversity, for example, by fostering the growth of minority small businesses. To ensure equal pay for working women, Kerry supports enacting—and enforcing—strong laws, such as equal pay legislation. He backs the Employment Non-Discrimination Act to end sexual orientation and gender identity and legislation to end workplace discrimination based on race, ethnicity, gender, immigrant status and disability. Kerry supports comprehensive election reform to ensure America’s voters exercise their right to vote with the confidence that their votes count.

Trade

“We will...put worker and environmental protections in every trade agreement—because on a level playing field, American workers can out-compete anyone in the world.”—*John Kerry, Feb. 10, 2004, Fairfax County, Va.*

In creating strong and enforceable trade policies that work for America, Kerry will establish a series of incentives to keep manufacturing jobs in the United States, including a new jobs tax credit to encourage manufacturing companies to stay and expand in America. He will save jobs by ending the unpatriotic practice of U.S. corporations moving jobs overseas to avoid paying their fair share of taxes and end incentives that encourage manufacturers to move their jobs overseas. Kerry will create new jobs to ensure the nation has a cutting edge workforce by helping manufacturing workers with grants to upgrade their skills. As U.S. Senator, Kerry has worked to increase trade adjustment assistance to make sure it reaches workers who are displaced. He will ensure our trading partners play by the rules and will work to stop countries such as China and Japan from manipulating currency and undermining the value of U.S. products abroad. Kerry also will order an immediate 120-day review of all existing trade agreements to ensure our trade partners are living up to their labor and

environment obligations and that trade agreements are enforceable and balanced for America’s workers. He will insist that core worker and environmental standards are included in all trade agreements—and are enforced.

Workers’ Freedom to Form a Union

“I’d roll back the anti-labor policies of the Bush Administration and support a workers’ right to organize for better pay, working conditions and benefits, just as I have done during my career in the United States Senate.”—*John Kerry, AFL-CIO candidate questionnaire, July 2003*

John Kerry has fought for workers’ freedom to form unions through legislation and with hands-on support of workers’ struggles in his home state of Massachusetts and elsewhere. Kerry supports a card-check and employer neutrality system in which employers recognize workers’ choice if a majority of workers sign authorization cards asking for union representation. He is a co-sponsor of the Employee Free Choice Act (S. 1925) that calls for card-check recognition, along with first contract mediation and arbitration if negotiations stall and strong penalties for illegal employer actions such as intimidation, harassment and threats against workers who support the union. Most recently, Kerry has come out in support of Tennessee-based workers at the printing giant Quebecor World who are attempting to form a union in their workplace but have been met by resistance from management. Last fall, he met with Comcast workers seeking a voice at work and wrote a letter to the Comcast CEO in support of their efforts. In his home state, Kerry has supported efforts by Boston janitors seeking a voice at work with SEIU, grocery workers organizing statewide with the United Food and Commercial Workers, telecommunications workers seeking representation with the Communications Workers of America and UAW members fighting for a first contract at a plant in Worcester. Kerry also opposes the Bush administration’s attack on federal workers that could take away the bargaining rights of hundreds of thousands of Defense Department and Homeland Security workers—and will support measures to restore those rights.

Veterans

“We must do our part to care for those who have borne the burdens of battle. This is about keeping America’s promise. And it is about love of country and the help and honor we owe to those who defend it.”—*John Kerry, Feb. 11, 2004, Madison, Wis.*

John Kerry’s service to his country began more than 30 years ago, when he volunteered for the Navy and served as swift boat officer on a gunboat in the Mekong Delta in Vietnam. He received a Silver Star, Bronze Star with Combat V and three Purple Hearts for his service in combat. As a combat veteran, Kerry knows firsthand the needs of those who served our nation. As president, Kerry plans a new compact with America’s veterans that will provide mandatory funding of veterans’ health care and proper compensation for soldiers and their families for

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military service. Kerry recognizes the U.S. military is now overstretched, with reservists severely overburdened.

Kerry is calling for a temporary increase of about 40,000 active-duty Army troops, a proposal that will be budget neutral because he will streamline some large weapons programs, putting more emphasis on electronics and advanced sensors and munitions and by reducing the total amount of money spent on missile defense. At the same time, Kerry will support members of the National Guard and Reserve, providing them with mortgage insurance when they are called to active duty so if they must take a pay cut they won't worry about losing their homes while in service to the nation.

Guns

"I am a gun owner. I am a hunter. I've hunted since I was a kid."—*John Kerry, MetroWest Daily News, Framingham, Mass., July 14, 2003*

John Kerry respects the Second Amendment and believes a law-abiding citizen has the right to own a gun. However, he says those who sell guns illegally to criminals need to be stopped. Kerry supports enforcing the gun laws currently on the books and will take steps to ensure those laws are vigorously enforced, cracking down hard on the gun runners, corrupt dealers and others who are putting guns into the hands of criminals. Kerry also says the background check system is in a serious state of disrepair and needs fixing. He supports rules that require that all handguns be sold with child safety locks.

Source – AFL-CIO Working Families

LOCAL 7-232 REPORTER

October 2004 Volume 25, Issue #9
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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Strattec Bargaining Committee: Scott Godshaw, Karl Schneider, Dennis Nowak, Al Olivares

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.

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.

Membership Meeting Recap

by Tom Bishanell

The membership meeting was held on August 15, 2004 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 June and July. Ross Winklbauer gave a combined Financial Report for June and July. Ross noted that our union had 1,069 members at Briggs during July and 324 at Strattec.

Communications

The Executive Board recommended the following motions that were passed:

Purchase ad space saluting the men and women of Labor for this year's special Labor Day edition of the Milwaukee County Labor Press for \$110.

Pay \$70 for an extra night hotel stay and a \$20 delegate fee so Barb Schuller can attend the PACE Region 10 Women's Networking meeting in Stevens Point after the leadership conference.

Purchase \$1500 worth of food and beverage coupons for those participating in the Laborfest Parade. An additional \$300 may also be purchased only if needed.

Reports of Officers

President Scott Godshaw reported the good news that the service division will be staying in the Milwaukee area. It will be a 300,000 square foot building also in Menomonee Falls that they can begin to occupy in October 2005. Service has to be completely out of the existing facility by September of 2006. Scott stressed the fact that the Service Division Management attributed staying in Milwaukee to the fine work ethic of our union members.

Godshaw told Briggs members that they would receive a 2.58% EVA bonus check due to the 22% increase in profit from last year.

At Strattec, the company made another contribution to the pension fund and Strattec members would receive a whopping 12.96% bonus. Scott went on to explain the difference in the two company's formulas and their cost of capital.

Strattec did not take the disbanding of the Model Shop before the insource/outsource committee which resulted in a grievance going to mediation. Scott said it was highly unlikely the union would ever pursue mediation again after trying it at Strattec twice.

The president closed his report by inviting everyone to participate in Laborfest, Labor's very own holiday. There will be fun, food, beverage, live music and friends.

Karl Schneider reported that at Strattec a second round of layoffs occurred August 9th. Karl said the committee said the committee would meet to offer alternatives to lower insurance. He closed by stating that the company had put \$12 million in the pension fund in the last 15 months.

Ross Winklbauer, the Bylaw Committee Chairman, read three bylaws that needed membership's

approval before necessary changes could be made. All three were discussed, put to a vote and unanimously approved.

The next membership meeting will be held at Frank Monreal's El Matador. 9155 W. Bluemound Road, Sunday, October 17th at 9:30 a.m.

October Membership Meeting

Sunday

October 17, 2004

9:30 a.m.

Frank Monreal's El Matador
Upstairs in Kiko's Lounge

9155 W. Bluemound Rd.

IMPORTANT BUSINESS

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

2005 Entertainment 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 Security. Please make checks payable to Community Services.

Stratter Corner

by Bigg Al Olivares

Well brothers and sisters, long time no see. Where do I begin? So much is happening it is hard to choose. I think I will begin with all the management reorganization, seeing as that is the buzz right now.

As everyone knows, John Cahill has resigned effective September 24, 2004. As the remainder of upper management goes, the breakdown is as follows: Kathy Scherbarth is now Vice President of Milwaukee Operations, Gregory Minue is Director of Milwaukee Operations, and Steve Giller is Customer Business Manager of the Aftermarket. Now, a lot of people have asked me what I think about these changes and how they affect us on the floor. My personal response to all this, including theories about why Mr. Cahill left is quite simple. All these changes don't make a difference in our day-to-day function on the floor. Our shop foreman might have to report to someone else, but for us it is business as usual. It's all the same players, just some with new titles.

We currently have 311 active employees in the plant and approximately thirty people on involuntary, voluntary, or medically unable. I get mixed feelings reporting the 311 number. When I first started, it was darn near 500, which was great. And now I'm happy to say we still have 311, but that number continually falls. Emotionally confusing but I suppose any battle for survival is. It appears that by October 18, 2004, the remaining assembly area will be down to eighteen people. The Department 90 move will be finished by October 25, 2004. This will now be a single shift operation.

I would like to this time to remind all the readers that the information I provide is as I know it at the time of publication and that things can change in our fragile little world at a moment notice. Basically, if some of these facts don't add up I apologize. I try my best to keep current.

The company has begun meeting with our union representatives on the issues of health insurance. The company has informed us that these meetings are information based and to make us more knowledgeable on the entire process of bidding and what-not. I personally feel this type of meeting is a good thing. The more knowledgeable our people are in this area, the better. However, I felt at times certain aspects of the meeting I attended became a bit too opinionated for my taste. I feel a general knowledge of health insurance should be delivered in a more, for lack of a better term, "generic" approach. It is one thing to tell me how things are done, and another to tell me how you think it should be done. None the less, I still believe the factual information is still very good. Some members had concerns about why everyone is not allowed to attend these meetings. I did not personally ask, but I believe the intent was to have our elected representatives in a smaller core group that can be better "explained to" about the ins and outs and then have our people spread the word out to the rest of us. These meetings were not intended to debate or attempt to negotiate our rates.

Just a reminder, from the aspect of seeking affordable health care, the committee is aggressively talking with various players in the game and trying to find the most bang for our hard earned buck. We are just trying to help management out by offering more viable options. It doesn't hurt to

Briggs Retiree Club

With fall here, it is time for the coats and sweaters to come out. And time for all of us to enjoy our winter events.

Our new calendar of events for 2004-2005 will be ready soon. Please pick one up when coming to our October events.

October starts our bingo, - the second Wednesday of the month. We also have our regular meeting on the third Wednesday of the month.

Doors open at 11:00 a.m. Both bingo and the meeting both start at 12 noon. Bingo is all free. Prize of money is given to the lucky winners. Raffle tickets are sold 3 for \$1.00. At our regular meetings you must each donate \$5.00 to our Sergeant at Arms, Geri Kunda and she will put your name down and place it in a bag for our monthly drawing.

October 20, there will be a buffet lunch. Doors open at 11:00 and buffet at noon.

Those who have a birthday or anniversary must bring a cake or treat to our monthly meeting or donate \$7.00 to our entertainment committee - Marcy Gocel. Coffee will be served and 2 free drink tickets are given to each member.

Cards are played every Tuesday at 1:00 p.m. Prizes will be given for each table. We have bowling every Thursday at 1 p.m. at the Bowlero on Burleigh Street.

Anyone interested in joining our Briggs Retiree Club, please call Erma Gorecki, our Financial Secretary, at 781-8951. Meet some of your old friends and make new ones. Fun for all. Dues are \$24.00 per year. Remember, all our regular events are now at "Post #449" on 124th Street.

Our Christmas Party and dinner is December 5th at Alioto's on Burleigh. There will be bingo December 8th at our regular place and time.

Remember our sick and shut-ins. Lois Gehrke, Margaret Olwig, Helen Kindness, (Frankie), Anne Secker, Harold Bahm, Virginia Klamik, Carolyn Ehlers, Virginia Nerdhal, Darlene Tillman, Margaret Nowak, William Ohms, Rose Kowalski, and Joyce Brigham. Let us all wish them a speedy recovery and our prayers. And visit those that are in the nursing homes.

Hope to see you all at our coming events.

Remember "If you love life, life will love you back."

Take care and God bless,
Frances P. Capello
Corresponding Secretary
262-251-7514

try, right?

On a final note, the committee would like to thank all of the stewards for doing a great job. We know dealing with management is never easy. It can be quite testing at times, but everyone appreciates the job you do. Also remember we can't make everyone happy all the time, don't let a few bumps in the road get you down. Keep your guard up and know that you are the very life blood of the union.

This is Bigg Al signing off, leaving you with one thought. If it walks like a duck and quacks like a duck, well then it must be a duck, right?

President's Report continued from page 1

should be out soon. Also at Strattec, the President and Chief Operating Officer of Strattec Security Corporation, John Cahill, resigned from Strattec effective September 24, 2004. Only time will tell what exactly this means for the Strattec Milwaukee operation. Harry Stratton, CEO of Strattec, will assume Cahill's day to day operation responsibilities.

Labor Day

I would like to thank all those that participated in the Labor Day march and festivities at Labor Fest. Once again, a fine time was had by all as our contingent in the parade was led by Butch Ott's 1959 Edsel and Karl Schneider's Harley-Davidson motorcycle. I would also like to thank Paul Shanahan and Roger Sorensen for carrying our PACE Local 7-232 in the parade.

Election

The time is drawing near for the Presidential election, which will be held on November 2, 2004. We have certainly laid out the facts in the *Reporter* for the last several months. The issues are clear that the Kerry-Edwards ticket best represent our rights as workers. Also check out our website (www.pace7232.org) for a comparison between Bush and Kerry on healthcare. Take the time and effort to go and vote on November 2nd. This will be the most important election in our lifetime. In September, I attended the Region X Leadership conference in Stevens Point and the State AFL-CIO Convention in Green Bay and the message was clear from Dick Gephardt to Russ Feingold to Boyd Young to John Sweeney that we as Union members need to do everything in our power to get a labor friendly candidate back in the White House!

Briggs Pre-Retirement Seminars

On November 1st and November 8th, there will be pre-retirement seminars offered at Briggs.

Careful planning is the key to enjoying a comfortable retirement. How much will you need to have the retirement of your dreams? Where will the money come from? What are the tax implications? What about health insurance?

To help you answer these important questions, Briggs & Stratton invites you to attend our comprehensive pre-retirement Seminar. Please join us to learn about your 401(k) plan, Social Security, pension benefits, tax and financial planning, the Health Center and your retiree health insurance benefits.

This comprehensive, two-day event is scheduled for the times and locations shown below.

- Dates: Monday, November 1st and November 8th
- Times: Morning session 8:30 am - 11:30 am
Evening session 6:00 pm - 9:00 pm
- Location: Corporate Auditorium

Both you and your spouse are invited to attend the Pre-retirement Seminar. To sign up, call Mercer Human Resource Consulting at 1-877-249-6648 to reserve your spot. We look forward to seeing you there.

Grievance Rep Reports

Strattec Security

by Karl Schneider

Brothers and Sisters,

I have just returned from the State AFL-CIO Convention. It has been reinforced more than ever that our survival and existence is in the hands of Labor's endorsed candidate. I am convinced that if we have four more years of George W. Bush, there will be no middle class. And we will not be elevated to be part of the wealthy few.

This election will be the most important in our lifetime. I cannot imagine anyone voting for Bush that does not make at least \$200,000 annually.

We need to get our families, friends and neighbors out to vote for Labors endorsed candidates.

In Solidarity,
Karl Schneider

UPCOMING EVENTS

October 11- Columbus Day



October 17 -Membership Meeting

November 2- Election Day



November 11 - Veteran's Day



November 25- Thanksgiving



December 5- Membership Meeting

Grievance Rep Reports

Briggs & Stratton First & Third Shift

by Mike Merrill & Barb Schuller

Know Your Rights

Workers Compensation. If you are totally disabled by your doctor, you cannot work at a part time job. We have had cases where Briggs Workers Comp department has used private detectives to video our members that were totally disabled and working a part time job. This is fraud and could lead to discharge. If you are restricted to light duty on workers comp and have a part time job you can work a part time job as long as you are working within your restrictions. Please check with your doctor and the union.

We are having a lot of problems with members not being informed of their rights under the Worker Compensation law. Please check with your grievance reps if you have any questions. If you have a dispute with Worker Compensation, please contact the reps so you can get advice on how to proceed.

Therapy issues are another major problem. Under the law you have the right to go where your doctor sends you, this is to inform members that the Quad clinic has a complete therapy facility.

Any type of injury even if it is minor, must be reported at the time of incident, if not reported it can lead to problems regarding your Worker Comp claim.

If your doctor has you on light duty, and the company sends you to rehab, you have an option of not going to rehab, but your pay will be a lot less. You will only receive TPD (temporary partial disability) instead of TTD (temporary total disability). If you like this option, our advice is to check with Worker Comp or your reps to see what your weekly TPD would be.

Under Worker Comp law, you have the right to claim mileage for doctor and therapy appointments. Currently, the mileage reimbursement is 32.5 cents, effective January 1, 2004.

Under Worker Comp law you are reimbursed for your Worker Compensation prescriptions cost. The company requires the prescription receipt.

Under Worker Comp law, you have the choice of 2 doctors. If your 1st choice refers you to another doctor the referring doctor does not count as your second choice. If the company sends you to a doctor for the initial injury at work, example the Quad clinic, this does not count as a choice of doctors unless you continue treatment with that doctor.

Contact your rep if you have any questions regarding Worker Compensation.

Micro Line

On the North end, the Micro line on September 27, 2004 decreased production from 1000 engines a day to 750 engines a day. Four assemblers were removed and

Briggs & Stratton Second Shift

by Jesse Edwards

Mandatory Saturdays

Mandatory Saturdays started back again in September. Before the company posts a mandatory Saturday they should ask for volunteers first. If they don't get enough volunteers then they can post the mandatory by classification and shift. BUT REMEMBER they can only post 14 mandatory Saturdays per calendar year. So technically your department could have used all the mandatories by the second week of October of 2004.

Job Elimination

Department M3X is scheduled to be eliminated effective November 1, 2004. This will eliminate 44 jobs. This will eliminate most of all the machining that is left in Milwaukee. The elimination by classification will be 27 machine operators, 9 setup, 6 lg.23 dayworkers and two supervisors. Some of these members will retire, but the rest will be looking for a new home. This will be the end of machining as we know it. This is another sad chapter in our careers working here. There will be 1 or 2 machining jobs in Dept. 189 and 1 or 2 machining jobs in Dept. 782, depending on which jobs they need to run.

Combining Classifications

Since machining is being eliminated the union and company met and agreed to combine the assembly classification and machine operators classification together. This will be effective October 11, 2004. The machine operators who are eliminated will have the right to bump out the least senior assemblers within 6 weeks. Shift preference (the shift you are on) will be given seniority permitting.

12 Hour Shifts

The company approached the union about implementing the 12 hour shifts per the contract in department 763 Heat Treat. They would like to start this by December 1, 2004, contractually they have to give you a 30 day notice before they could start this. The union and the members affected met with the company. You do have the right to opt out if you don't want the 12 hour shift. There will be 1 lg.15 and 1 lg.16 per shift. The reason given for the 12 hours was they have so much volume, they need to run 7 days a week and 24 hours per day for the next couple of years.

Vote Vote Vote

Please go vote on November 2, 2004. Together we stand and divided we fall.

In Solidarity,
Jesse Edwards

placed in other areas.

In Solidarity,
Barb Schuller and Mike Merrill

Wellness Corner- "You can't live without it"

Tips for getting a good night sleep

by Mary Calvagna, MS

Have you been tossing and turning and wondering if you will ever fall asleep? You are not alone--more than half of adults have trouble falling asleep. Learn why sleep is so important and what you can do to get some.

Here's Why:

During sleep, the body repairs itself and revitalizes organs and muscles. In addition, sleep is important for proper functioning of the immune system and the nervous system. Lack of sleep can result in:

- " Increased stress
- " Impaired memory
- " Shortened temper
- " Lower motivation
- " Slower reflexes
- " More mistakes

But a good night of sleep can be elusive. A survey conducted by the National Sleep Foundation found that 60% of adults have problems falling asleep at least a few nights a week.

Here's How:

Keep regular hours - Try to go to bed at the same time each night and wake up at the same time each morning, even on weekends.

Develop a sleep ritual - Whether it is to take a hot bath, have a cup of herbal tea, or read a book, doing the same things each night just before bed cues your body to settle down for the night.

Exercise regularly - Exercise can help relieve tension. But be careful not to exercise too close to bedtime or you may have a hard time falling asleep.

Cut down on stimulants - Consuming stimulants, such as caffeine, in the evening interferes with falling asleep and prevents deep sleep. Instead, have a cup of herbal tea, which is non-caffeinated, before bed.

Don't smoke - Smokers tend to take longer to fall asleep, awaken more often, and experience disrupted, fragmented sleep.

Drink alcohol in moderation - You may fall asleep faster, but drinking alcohol shortly before bedtime interrupts and fragments sleep, leading to poor quality sleep.

Unwind early in the evening - Deal with worries and distractions several hours before going to bed. Make a

list of things you need to do tomorrow, so you won't think about them all night. Try relaxation exercises, like slow rhythmic breathing, once in bed.

Sleep on a comfortable, supportive mattress and foundation - It's difficult to get deep, restful sleep on a bed that's too small, too soft, or too hard.

Create a restful sleep environment - A dark, quiet room is more conducive to sleep. Sudden, loud noises or bright lights can disrupt sleep. A room that is too hot or too cold can disturb sleep as well. The ideal bedroom temperature is between 60 and 65 degrees Fahrenheit.

Use the bedroom only for sleep and sex - Don't use the bedroom for things like paying bills, watching television, or discussing the problems of the day. Instead, use the bedroom just for sleep and sex.

Make sleep a priority - Say "yes" to sleep even when you're tempted to stay up late. You'll feel healthier, refreshed, and ready to take on the day

Take prescribed sleep medications as directed - It is often helpful to take prescribed sleeping pills one hour before bedtime, so they cause drowsiness when you lie down, or 10 hours before you plan on getting up, to avoid daytime drowsiness. Always talk with your doctor before taking sleeping pills, including over-the-counter brands. Tolerance can develop rapidly with these medications. Be careful not to become dependent on over-the-counter or prescribed sleep aids.

SOURCES:

- Aurora Health Care
<http://www.AuroraHealthCare.org>
- National Institutes of Health
<http://www.nih.gov>
- National Sleep Foundation
<http://www.sleepfoundation.org>

Membership Information

September 2004

1494 Members in Good Standing

1140 in Briggs & Stratton Unit

354 in Strattec Unit

August Dues Payments

1020 Dues Paying Members at Briggs

325 Dues Paying members at Strattec

1345 Total Dues Paying Members

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