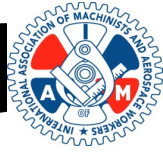


Lodge 21 Union Power



A Publication for Fighting Machinists

Volume 21 Issue 01

WWW.goiam.org

July, 2021

From the Shop Chair's Desk

Dear: Brothers & Sisters,

The committee had a very difficult decision to make regarding grievance 2020-016, loss of seniority, we basically had to withdraw the grievance and make plans to address this issue in 2022 negotiations. This is hard to explain and probable even harder to understand but the grievance was about a language issue, language that the Company proposed and we accepted.

Old language, If for any reason an employee has had thirty-six (36) consecutive months of unemployment with the Company or a period equal to one-half (½) of seniority, whichever is greater.

1st Proposal in negotiations, If for any reason an employee has had thirty-six (36) consecutive months of unemployment with the Company ~~or a period equal to one-half (½) of seniority, whichever is greater.~~

2nd Proposal in negotiations, If for any reason an employee has had thirty-six (36) consecutive months of unemployment with the Company or a period equal to one-half (½) of seniority, ~~whichever is greater~~ **not to exceed 60 months.**

Current language, If for any reason an employee has had thirty-six (36) consecutive months of unemployment with the Company or a period equal to one-half (½) of seniority, not to exceed 60 months.

Language that has a line through it is removed and the part that is in red is added.

To contest what the language states in the CBA (collective bargaining agreement) the burden of proof was on the Union as to why we accepted the language the way it was written and quite frankly we didn't have enough notes to support what was being discussed at that time in negotiations. The Union read the language just like we wanted to 36 – 60 months of recall rights based on how long you have been here, never anything less than 36 months and we agreed to a cap of 60 months. Unfortunately we agreed to the language "whichever is greater" to be struck as well, which allowed the Company to use the language the way they did.

To each and every one of you reading this article and think that I enjoyed writing this, well I didn't. You have no idea how pissed I am at how this company treats its employees, it's ridiculous. I am willing to meet with members with questions on this issue or any other issues we have at hand, the office door is open Monday – Thursday 5:30am to 4pm and I am willing to stay late if you give me enough notice.

In Solidarity, Tony Diersen

Inside this issue

Page 2. From the Shop Chair (cont.);

Page 3. Weingarten Rules; 2021 Officers & Shop Committee & Stewards:
August meeting notice

Page 4. See Additions to Pre-Retirement;
Retirees & Deaths;

EAP (1-855-228-1769) and FMLA (1-844-424-7904) are available to those with medical or personal problems. Contact HR or the union office for more information. Don't wait until it's too late.

Members who are expecting new dependents in their families have 31 days to notify the health insurance carriers to start coverage. Make sure you call the Employee Service Center, telephone: 1-866-472-6793 when your new dependents arrive and arrange for insurance. It is your responsibility to notify on any new dependents.

Every member of Lodge 21 is entitled to a free 1/2 hour of consultation per year from Attorney Ross Seymour. His number is 785-2745. This is provided by District 66 as a service for IAM members. Just identify yourself as a Lodge 21 member when you talk to him.

For Your Information:

If you pass away as an Active Member of Lodge 21 or Lodge 1115 Tool Room, your dependents and spouses can still receive your health care at the current monthly payment for 6 months. They should also receive a life insurance policy that is currently at \$47,000.00, and possibly an Accidental Death & Dismember policy in the amount of \$47,000.00. Both policies will be changing to \$50,000.00 on August 15, 2021. You should make sure that your dependents and beneficiaries know this.

FMLA must be approved by Sedgwick.

The company likes to call it “a coaching”

Take notice and be aware that supervisors and managers are approaching employees and having what seems to be an innocent conversation but what they do is go back and document that you have been coached without any notice to you, which is a violation of the contract if they try using it against you in a disciplinary meeting. What we need from you is:

When management approaches you and they start a conversation ask them if this is an **investigation/coaching**.

If they say yes, then exercise your **Weingarten Rights** and request a Union Representative. You are doing nothing wrong with this request, it’s called covering your ass. The company has three choices after you request a union representative:

It can stop questioning until the representative arrives

It can call off the interview

It can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (an option the employee should always refuse)

Ask them for a copy for your records. Keep in mind that sometimes when you approach someone in management and start a conversation they like to turn that into a coaching as well and you don’t even know it.

Look there is nothing wrong with being told you have done something wrong or doing something unsafe (we can’t fix our actions or behavior if we don’t know about it) but when you are talked to and unaware it is documented and put in your file, we have a problem. You should be aware of everything that is in your file, as in a disciplinary meeting, coaching, written warning meetings, safety violation, it should have either your signature or a union representative’s signature on it.

DID YOU KNOW?

WORK RULE 4

No employee maybe disciplined for possession or proper use of a controlled substance for which they have a prescription. REMEMBER WE HAVE A ZERO TOLERANCE DRUG POLICY FOR ALL ILLEGAL DRUGS/ALCOHOL. If you are suspected of illegal use of drugs, let the nurse or lab tech know you have a prescription, prior to the drug screening. Some legal drugs show up as a narcotic/controlled substance, for example: ADHD medications and depression/anxiety medications.

WAGE INCREASES

Ever been told, we’d like to give you more, but the Union won’t allow it? **Not so**, paragraph 138 allows the Company to increase wages during the contract. However, “any such increases will be done on an objective basis and provided across the classification within the schedule. Any increase given outside of the wage schedule cannot be withdrawn once applied”.

COMMUNITY MINDED/UNION INVOLVEMENT

Are you community minded? Like to help others? So does your Union. Your Union has what is called IAM HELPS. Geared at helping those in our community. Ranging anywhere from serving meals, park clean up or helping at a food bank just to name a few. Any ideas, please let your Union office know 787-2399. Volunteers are always welcome and this also gets our District office involved, which means more volunteers for your project idea.

DON’T WANT TO BE A STEWARD OR SHOP COMMITTEE PERSON?

There are plenty of opportunities to help your Union. Building maintenance, lawn maintenance, snow removal etc. We are always looking for help at various levels. Equipment provided, if interested call the Union office 787-2399.

NEGOTIATIONS COMING SOON

Contract negotiations are just around the corner, yes about a year from now, but we want to encourage you to start preparing for whatever the Company may throw at us. The committee needs your support in any way you can help out. You have contract issues, let us know now so we can prepare language proposals to present to the company. When we hand out surveys please take the time and fill them out and return them. You are our biggest asset in letting the Company know what needs to be addressed now and at negotiations i.e. wages, vacation, medical cost etc.

SAFETY GLASSES

If you are having problems with your safety glasses contact John Haskins at 608 881-9451 or Jen Balfany at 608 406-9681 or Kylie Greenheck at 608 797-4081

REMEMBER YOU ARE THE UNION

WEINGARTEN RIGHTS

EMPLOYEE'S RIGHT TO UNION REPRESENTATION

The rights of unionized employees to have present a union representative during investigatory interviews were announced by the U.S. Supreme Court in a 1975 case (NLRB vs. Weingarten, Inc. 420 U.S. 251,88 LRRM 2689).

These rights have become known as the Weingarten rights.

Employees have Weingarten rights only during investigatory interviews. An investigatory interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. Management is not required to inform the employee of his/her Weingarten rights; it is the employees responsibility to know and request.

When the employee makes the request for a union representative to be present management has three options"

it can stop questioning until the representative arrives.

it can call off the interview or,

it can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (an option the employee should always refuse.)

Employers will often assert that the only role of a union representative is an investigatory interview is to observe the discussion. The Supreme Court, however, clearly acknowledges a representative's right to assist and counsel workers during the interview.

The Supreme Court has also ruled that during an investigatory interview management must inform the union representative of the subject of the interrogation. The representative must also be allowed to speak privately with the employee before the interview. During the questioning, the representative can interrupt to clarify a question or to object to confusing or intimidating tactics.

While the interview is in progress the representative can not tell the employee what to say but he may advise them on how to answer a question. At the end of the interview the union representative can add information to support the employee's case.

2021 EXECUTIVE BOARD:

President: Brad King
 Vice-President: Brian Inglett
 Secretary/Treasurer: Al Leisso
 Recording Secretary: Rich Viner
 Conductor/Sentinel: Tim Crady II
 Trustee: Adrian Gotts
 Trustee: Curt Hanson
 Trustee: Dave Greve

2021 SHOP COMMITTEE:

Tony Diersen—Chair
 Rachelle Boardman
 Dave Greve
 Al Leisso
 Brad King

THE REGULAR MONTHLY UNION MEETING OF

IAMAW LODGE #21
 WILL BE ON:

AUGUST 14, 2021
 9:00 AM

AT
 DISTRICT LODGE 66
 OFFICE
 1307 MARKET ST
 LA CROSSE, WI

HOPE YOU CAN ATTEND!!

2021 SHOP STEWARDS

C00, V-1	Brandon Hall
C00, V-1	Earl McKee
S00, V-1	Adam Marx
U00, V-1	Jeff Calloway
915, V-1	Brian Hafner
U00, V-1	Robert Hedgecoth
2180, V-1	Brian Inglett
W00, V-1	Adrian Gotts
A00, V-1	Lorrie Nelson
U00, V-2	Tyler Hugill
C00, V-2	Open
S00, V-2	Open
C00, WE-1	Open
U00, WE-1	Frank Scudieri

Chief Steward—Matt Schobert
 Deb Sachleben

SOLIDARITY

"A unity of interests or purpose among individuals in a group"

Pre Retirement Information

What you should do for the Merged Hourly Pension Plan (MHPP)

4—6 months prior to the date of retirement call the Employee Service Contact Center at: 1-866-472-6793. The Employee Service Contact Center is responsible for your pension calculation and retiree medical and life insurance processing.

Within 4-6 weeks you should receive information. This will include your years of service and what amount you would receive per month for all eight (8) pension options. (PENSION Multiplier is currently \$43.00 per month per year of service).

Retiree Dental, You can only take dental if you COBRA it. The cobra cost is 102% of the full premium. And you can only have this for 18 months.

The Consolidated Omnibus Budget Reconciliation Act is known as cobra. See Department of Labor web site @ <http://www.dol.gov/dol/topic/health-plans/cobra.htm>.

Return signed pension papers as soon as possible.

Stop in at the Union office to sign a retirement card.

Four (4) weeks after retirement you should have a hearing test done.

Please contact Jen Balfany at 1-608-406-9681 to set up a Company paid appointment for either Mayo/Franciscan/Skemp or Gundersen Clinic. You need to go to Occupational Health & Medicine and not to an Audiology dept.

Get a copy of results and take it to the Lodge 21 office at 2219 East Ave S. or District Lodge 66 office at, 1307 Market Street

Deceased Members for 2020

Greg Anderson (retiree)
Jerry Chandler Sr (retiree)
Rich Fitzpatrick (retiree)
Marvin Hesse Jr (retiree)
Judy Johnson (retiree)
Ron Johnson (retiree)
Tom Kish (retiree)
Henry Kroll (retiree)
Jerome Malin (retiree)
Maureen McLean (retiree)
Conrad Miller (retiree)
Ronald Niebuhr (retiree)
Bill Oertel (retiree)
Ron Wagner (retiree)

Deceased Members for 2021

Ira Brown (retiree)
Jerry Burchell (retiree)
John Burns (retiree)
Cindy Davidson (retiree)
Thomas Emery (retiree)
Paul Euler (retiree)
Ed Evans (retiree)
Herbert Garlick (retiree)
Larry Giles (retiree)
Jane Jensen (retiree)
Dean Kokott (retiree)
Charlotte Lloyd-Witt (retiree)
Pete Lund (retiree)
Louis Nelson (retiree)
Howard Olson (retiree)
Frank Rediske (retiree)
Durwood Roningen (retiree)
Deb Rash (retiree—H.R.)

Missed but not forgotten.

If you know of any member of Lodge 21 who has left us, please notify the union office so we can pay them respects from the membership. Thank You

2020 Retirees

Marilyn Anderson
Rick Anderson
Bruce Brown
Dennis Clements
Steve Flick
Doug Fonger
Al Goede
Denise Grover
Tim Gunderson
Steve Holte
Joel Johnson
Mike Oliver
Tom Sebranek
Jon Shimshak
Carl Storandt
Dan Volden
Tia Yang

2021 Retirees

Larry Brekke—Apr
Kenny Clark—Feb
Randy Cook—Feb
Charlene Cornforth—May
Todd Foellmi—May
Kevin Greeno—Feb
Jerry Huekels—Jan
Jeff King—Mar
Dan MacFarland—Jan
Dan Nelson—Jan
Dennis Rach—May
Al Ruege—Apr
Ken Schuttemeier—Mar
Jim Urbanek—Mar
Maxine Woodhouse—Jan
Mao Yang Vue—Jan
L/L 1115—Toolroom:
Francis LeJeune—May



The 21 Newsletter is an official publication of International Association of Machinists and Aerospace Workers, District Lodge 66, Local Lodge 21. The newsletter is published at 2219 East Avenue South, La Crosse, WI
Phone: (608) 788-6575
Fax: (608) 788-8182
Trane Internal Union Number is 2399 (787-2399)
You can also see the newsletter on the District web site. www.iamdistrict66.org