

Lodge 21 Union Power



A Publication for Fighting Machinists

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From the Shop Chair's Desk

Dear Brother & Sisters,

I want to share with you some of the events or lack thereof that have taken place here in our La Crosse facility. Not too long ago we had corporate leadership here to visit and they did tours of the plants (so I am told). This was for some, their second visit within the last 5-6 months and for some reason they decided they didn't need to meet with the Union Committee during either one of the visits. Does that concern me? YES. I have had conversations with each one of them over the years that visited and have no problem discussing the issues we have here in La Crosse, hence the problem that we have, the local leadership does not want us airing out our grievances with their bosses. What really concerns me is the lack of respect for you the Union and your Union Committee and I find out that the CEO Dave Regnery is coming to visit by a co-worker at 3:00pm the day before the visit with no word from Steve Harding or our Human Resources department. Now let me be clear, there is no requirement for corporate leadership to meet with us in this circumstance, again respect. This company wants you to be engaged in making this business grow and get better, they have a funny way of showing it.

Now let me explain how this is somewhat tolerable, when I see the investment that is going on and the new machines being installed that is a good thing. I see a lot of equipment being moved around and areas being cleaned up. If they can make this kind of investment then they need to look at investing more into their current and future employees as well. Keep reminding them of paragraph 138 in the CBA (collective bargaining agreement). If you are not familiar with the language look it up. A quote I heard from one of the corporate leaders (Bob Ellis) at an all employee meeting in plant 7 was "what is the most important asset that the company has" he pointed at the employees in the meeting and said "you". For those of you that don't know Bob Ellis, he was from the La Crosse Operations and is now Steve Harding's boss, wow what a small world.

We have had two arbitrations over the last 2 months. One arbitration was for a wrongful termination and I believe Jana Kirch did a fine job presenting our members case and I think that member would agree. The other arbitration, the company brought outside contractors in to move equipment when the maintenance department was on layoff. Again I believe Jana did a great job and we had 3 from maintenance testify and they did a fantastic job.

In solidarity, Tony Diersen, Shop Chair

Inside this issue

Page 1. From the Shop Chair

Page 2. Did You Know

Page 3. Your Role in the Union;
Hat & Mitten drive;
2022 IAM Scholarship Info

Page 4. Pre-Retirement;
Retirees & Deaths;
Alternate Scholarship info;
November Meeting notice

*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 in-
formation.*

Don't wait until it's to 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 \$50,000.00, and an Accidental Death & Dismember policy in the amount of \$50,000.00. You should make sure that your dependents and beneficiaries know this.

FMLA must be approved by Sedgwick.

DID YOU KNOW?

DOCTOR SLIPS & TIME LINES

If you are sick and cannot go to work you must call EARS (866-219-7933) at least 10 minutes prior to the start of your shift. You need to go to the doctor and get a medical slip stating that you were unable to work the whole day or whatever amount of time you needed off. Upon returning to work you have 2 work days to turn in your doctor excuse, make sure you time stamp and make a copy of your time stamped excuse slip and turn in the original copy. You are allowed 4 medical occurrences in a rolling calendar year. If your doctor slip says you are excused for more than 1 day then you need to continue calling EARS for as long as it takes for you to return to work, the only way you do not need to call EARS is if you are on an approved leave of absence from Human Resources. For anyone who will be absent for a week or more, they must sign up for a leave of absence through our Human Resources department.

SUMMARY PLAN DESCRIPTION BOOKS

The SPD's books are a good source of information for a variety of benefits we have, such as; medical, dental, life insurance, 401k, short & long term disability & EAP to name a few. If you do not have an SPD book yet contact Brad Heinrich with the Human Resources department 608-304-3227 or the Union office 787-2399.

CAFE BEWELL/HSA

For those of you that are enrolled under Quartz or Blue Cross Blue Shield health insurance, you are eligible to participate in the Cafewell program (www.tranetechnologiesbewell.cafewell.com) where you can earn money from the company. \$1200.00 per employee and another \$1200.00 if you have a spouse. That money will go into your HSA (health savings account) and can be used for medical, dental, prescription drugs & prescription glasses. You can complete a PHA (personal health assessment) and earn \$400.00 and get a wellness check (physical) and earn another \$400.00. Complete 25 points per quarter and earn another \$100.00 per quarter.

401K

This is your retirement fund so please start saving for the future. If you contribute a minimum of 3% of your earnings each week you will receive the maximum of 5% from the Company. If you have not enrolled and need assistance getting signed up call the Union Office 787-2399.

UNION REPRESENTATION

When Union Representation is Required Paragraph 101. If a Union member is summoned to answer a charge of violating the rules and regulations, the member shall have Union representation. If you do not have a Union representative then the meeting will not happen until you do.

WRITTEN WARNINGS

Written warnings are issued after 6 and 9 unexcused absences (dings). When you are meeting with management for a written warning request a quiet and confidential location for the meeting. The company has 15 (of your) working days to issue you the written warning. When you are summoned for a written warning meeting always ask for a steward. You need to take the meeting seriously and review each ding and confirm that it is correct, if you find a discrepancy fill out a payroll concern form with the supervisor and they will submit it to the Human Resources department. If you are having trouble understanding the ding report contact a committee member or call the Union office 787-2399.

STEWARD & UNION MEETINGS

Dues paying members can attend and participate in monthly steward's meetings. If you have a question or concern it is here that your stewards and shop committee can be informed. Need more, if you bring up your issue at the monthly Union meeting, you will be heard by the membership, stewards, executive board, shop committee & directing business representative. On that note, you will be heard, period! If need be the shop committee will stay after the meeting to make sure they satisfied your concern. Remember contract time is fast approaching the more you know the better you and your family will be prepared.

STEWARDS

Your steward receives a salary for attending the steward and monthly Union meetings. Ask them to post the handout from the stewards meeting and/or what was discussed. Remember you are welcome to attend as well. Your steward is your first line of defense for a safe, fair and just workplace.

COACHINGS VS CONVERSATIONS

Do you know the difference between a coaching and a conversation? Unfortunately the only way is when they are being presented across the table when you are being written up. Those short and simple conversations with a supervisor are most likely being documented. You may not even know it's a coaching session. ASK!!! If the answer is yes, ask for a steward. This may turn into a disciplinary item later, try to get this resolved before it gets to that point.

REMEMBER YOU ARE THE UNION

YOUR ROLE IN THE UNION

The decision you have to make, as an individual represented by a union, is really no different from your obligations as a member of society. You can choose not to keep informed about union issues and not to participate in the daily life of the union. Then, just as with what happens in the larger society, you can gripe about who's running the union and the decisions they make. But there is an alternative, of course: since your union is nothing more than a collection of individual members, you can choose to become involved, and in so doing, shape what your union is and what it does.

So if you want to "own" your union and to share in the members' responsibility of running it, what can you do?

- ◆ Educate Yourself
- ◆ Be a Set of "Eyes and Ears"
- ◆ Show Solidarity
- ◆ Be a Union Emissary
- ◆ Get Involved

The union is you and your co-workers; you have it within your power to make your union an ever-more-effective fighter for workplace rights and justice.



Hat and Mitten Drive



Donations will be accepted now thru December 17

*** bring them with to your monthly meeting

*** hand them to a steward (on your own time)!!

*** drop them off at the Lodge 21 union office or District 66's office

They will be distributed to those in need while accompanying with WAFER's Food Distribution Day of Saturday, Dec. 18, 2021 at WAFER located at 403 Causeway Blvd., La Crosse, WI

DONATIONS ARE NEEDED—PLEASE—YOUR HELP IS CRITICAL

2022 MACHINISTS UNION SCHOLARSHIP COMPETITION

It is with renewed enthusiasm that we are beginning another year for the IAM Scholarship Competition

There are three different Application Packets:

IAM Child of a Member applying for a 4-year College Degree

IAM Child of a Member applying for a 2-year Vocational/Technical Degree

IAM Member applying for College or Vocational/Technical Degree

To keep with current times we have made our Scholarship Program fully accessible from the web.

To request an application go to: <http://www.goiam.org/index.php/headquarters/departments/scholarship>

or you can call the Scholarship Department, 301-967-4708

or you can call the District Lodge office 608-784-2025 and request one to be sent to you.

All applications must be received by the International post marked by February 11, 2022.

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

Roger Arentz (retiree)
Carland Christopherson (retiree)
Tony Hackner (retiree)
Ron Olive (retiree)
Deanna Olson (retiree)
Jay Tadewald (retiree)

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

2021 Retirees—Oct

Dan Briggs; Rick Dion; Ray Haynie Jr.;
Rich Withrow; Wa Tou Yang

2021 Retirees—Nov

Al Bedward; Bob Turner

L/L 1115—Toolroom:

Rod Perry—Oct

We wish them a healthy and prosperous retirement



THE REGULAR
MONTHLY
UNION MEETING OF
IAMAW LODGE #21
WILL BE ON:

NOVEMBER 13, 2021
9:00 AM

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

HOPE YOU CAN ATTEND!!

Alternate Scholarship Resources

Union Plus Credit Card Scholarships.

Send a postcard with your name, return address, telephone number and union to : Union Plus Scholarship Program, PO Box 34800, Washington, DC 20043-4800 or download the application from the Union Privilege web site in early September: www.unionplus.org/scholarships.

AFL-CIO's Scholarship Guide.

The web site is www.aflcio.org for links to all unions and Federally-funded scholarship programs

Federal Student Aid Information Center.

Call 1-800-433-3243 for a free copy of the "The Student Guide" – <http://www.trade-schools.net> for information on Vo-tech schools in the U.S. and Canada or www.accsct.org for an alternate U.S. site.

WI Labor History Society

Essay scholarship – "Unions have been important to my family and my community because..."

email: info@wisconsinlaborhistory.org or website:

www.wisconsinlaborhistory.org

Vocational-Technical Information

The web site is: <http://www.trade-schools.net> for information on Vo-tech schools in the U.S. and Canada or www.accsct.org for an alternate U.S. site.

IAM Free College Program: (888-590-9009) <https://freecollege.goiam.org/>

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 Ave., S., La Crosse, 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